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OCCUPATIONAL SURVEY REPORT



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AIRCRAFT MAINTENANCE CAREER LADDER
AFSC'S 43131A, 43131C, 43131E, 43131F,
43151A, 43151C, 43151E, 43151F,
43171A, 43171C, 43171E, 43171F, AND 43191,

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USAF OCCUPATIONAL MEASUREMENT CENTER
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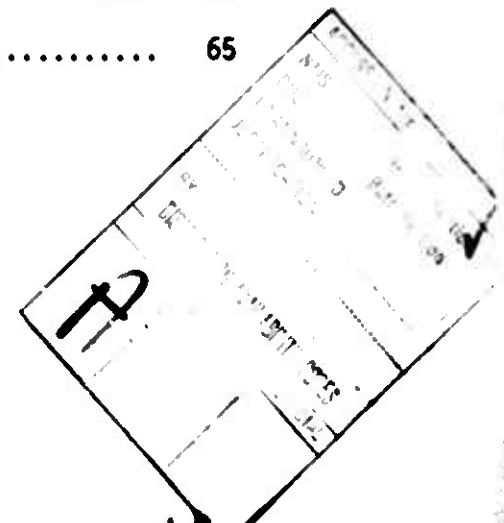
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TABLE OF CONTENTS

	PAGE NUMBER
SUMMARY OF RESULTS	2
PREFACE	4
INTRODUCTION	5
INVENTORY DEVELOPMENT AND ADMINISTRATION	5
CAREER LADDER STRUCTURE	8
COMPARISON OF AFM 39-1 SPECIALTY DESCRIPTIONS WITH OCCUPATIONAL SURVEY DATA	19
ANALYSIS OF SKILL LEVEL GROUPS	20
COMPARISONS OF TASK PERFORMANCE DATA ACROSS SHREDOUTS	41
ANALYSIS OF ACTIVE FEDERAL MILITARY SERVICE (AFMS) GROUPS	48
COMPARISONS OF TASK PERFORMANCE DATA FOR CONUS AND OVERSEAS PERSONNEL	50
MALE AND FEMALE JOB GROUP ASSIGNMENT COMPARISONS	54
TASK DIFFICULTY	56
BACKGROUND INFORMATION SUMMARY	59
COMPARISON WITH EARLIER STUDY	63
COMPARISON OF OCCUPATIONAL SURVEY DATA WITH SPECIALTY TRAINING STANDARDS (STS) 431X1A, 431X1C, 431X1E, AND 431X1F	63
CONCLUSIONS	63
APPENDIX A	65



SUMMARY OF RESULTS

1. This occupational survey of the Aircraft Maintenance specialty identified twenty-two groups of jobs. The largest single group was made up of 46 percent of the survey respondents; most of the members of this group referred to themselves as crew chiefs. The remaining 54 percent of the job incumbents were in a variety of duty positions related to specialized maintenance (i.e., Nonpowered AGE and Wheel and Tire Shop), supervision, and maintenance support (i.e., Technical Order [TO] Library, Tool Crib and Bench Stock and Maintenance Control) and general aircraft maintenance (Phase Dock Inspection, Transient Alert and Repair and Reclamation).
2. In terms of time spent on tasks there are only minimal differences across the AFSC shredouts. However, there are some variations in tasks performed which are dependent more on specific aircraft worked on than shredout. Overall, there are substantial overlaps in tasks performed by aircraft maintenance personnel regardless of shredout.
3. There are only minor differences in tasks performed by 5-skill level aircraft maintenance personnel stationed in the CONUS versus those stationed overseas. Most task differences are among personnel with the A shredout; they appear to be assigned to transient alert functions more frequently overseas than in CONUS.
4. Career progression in this specialty is similar to that seen in most Air Force specialties. Incumbents spend more time on supervisory tasks and less time on technical tasks as time on active duty increases.
5. The current AFM 39-1 Specialty Descriptions provide good general coverage of the tasks performed by aircraft maintenance personnel. Similarly, the present Specialty Training Standards (STS) adequately detail the task performance requirements of incumbents in the field.
6. Job interest, perceived utilization of talents, and perceived utilization of training for first enlistment aircraft maintenance personnel are slightly lower than among a comparison group of first enlistment personnel in other specialties surveyed during CY 1976. Responses from A-shred incumbents are generally lower than those for personnel in the other three shredouts. For personnel in the specialty with 49 months or more AFMS, job interest, perceived utilization of talents, perceived utilization of training, and reenlistment intentions are generally higher than for the CY 1976 comparison group. However, this is not true for A-shred incumbents with more than 49 months AFMS; responses among these personnel were less positive than for the comparison group.

7. Tasks performance data identified some jobs groups to which a disproportionately large percentage of women are assigned. Those jobs are: Technical Order Specialists; Coordinators, Expeditors and Schedulers; Tool Crib and Bench Stock Personnel; Documentation and Debriefing Specialists; and Isochronal Inspection Specialists.

8. As found in the 1970 occupational survey of this specialty, task performance data do not support the existing configuration of this career field with four shredouts.

PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Aircraft Maintenance Career Ladder, (AFSC's 43131A, 43131C, 43131E, 43131F, 43151A, 43151C, 43151E, 43151F, 43171A, 43171C, 43171E, 43171F and 43191). The project was directed by USAF Program Technical Training, Volume 2, dated 1 April 1975. Authority for conducting specialty surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Mr. James L. Slovak, Inventory Development Specialist. Mr. Paul N. DiTullio and Captain Harold T. Welch, III, analyzed the survey data and wrote the final report. This report has been reviewed and approved by Mr. Paul N. DiTullio, Chief, Maintenance Career Ladders Analysis Section, USAF Occupational Measurement Center, Lackland AFB, TX 78236.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Occupational and Manpower Research Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL.

Because volume reproduction of this report is not feasible, distribution is made on a loan basis to air staff sections and major commands upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Lackland AFB, Texas 78236.

This report has been reviewed and is approved.

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OCCUPATIONAL SURVEY REPORT
AIRCRAFT MAINTENANCE CAREER LADDER
(AFSC'S 43131A, 43131C, 43131E, 43131F, 43151A, 43151C, 43151E,
43151F, 43171A, 43171C, 43171E, 43171F AND 43191)

INTRODUCTION

This is a report of an occupational survey of the Aircraft Maintenance Career Ladder, (AFSC's 43131A, 43131C, 43131E, 43131F, 43151A, 43151C, 43151E, 43151F, 43171A, 43171C, 43171E, 43171F and 43191), conducted by the Occupational Survey Branch, USAF Occupational Measurement Center.

The report describes: (1) development and administration of the survey instrument; (2) summaries of tasks performed by airmen grouped by skill level, experience level, and similarity of tasks performed; (3) comparisons with current career field structure and training documents; and (4) conclusions.

INVENTORY DEVELOPMENT AND ADMINISTRATION

The data collection instrument for the occupational survey was USAF Job Inventory AFPT 90-431-210. The inventory booklets were composed of two parts: a background information section in which job incumbents provided information about themselves; and a duty-task list section which assessed the relative amount of time spent on tasks performed by personnel in their current jobs. The latter section consisted of 977 tasks grouped under 23 headings. Thorough research of publications and directives, personal interviews with 21 subject-matter specialists from five bases, and written reviews from 69 experienced Aircraft Maintenance personnel contributed to the development of the survey instrument.

Consolidated base personnel offices in operational units worldwide received the inventory booklets for administration to job incumbents holding the DAFSC's identified above. Survey administration occurred from 29 April 1976 through 25 August 1976 based upon the Uniform Airman Record. Tables 1 and 2 give distributions of assigned personnel in the career ladder as of 28 February 1977 and the percentages by shredout and Major Command of personnel in the survey sample. The sample of 5,824 incumbents represents 14.5 percent of career ladder members.

After supplying identification and biographical information, incumbents indicated the tasks performed in their current job.

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Tasks were then rated on a 9-point scale showing relative time spent on each task compared to all other tasks performed in their current job. The ratings ranged from 1 (very-small-amount time spent) through 5 (about-average time spent) to 9 (very-large-amount time spent). Respondents did not rate tasks not performed in their current job.

In the development of the job inventory, every effort was made to include all duties and tasks of importance to the accuracy and completeness of the survey. However, due to the possibility of inadvertent omissions, instructions for completing the inventory urged respondents to write in any duties or tasks not listed. In this survey, there were a large number of write-in comments. Many of the tasks, duty positions, equipment and forms mentioned appeared to be of limited applicability to this analysis; however, there were some topics about which many write-in comments were received.

The single topic mentioned most in the write-ins from the field was the Maintenance Management Information Control System (MMICS). A sufficiently large number of survey respondents indicated performing MMICS related tasks to indicate that any future surveys of AFS 431X1X should include specific references to that function.

The next most common subject in the write-ins was Dual Rail Systems. While there were some tasks in the job inventory booklet covering cargo ramp systems and loading systems, the number of comments received from the field indicate that more detail about the dual rail tasks would be useful in future surveys.

Another type of duty position and associated tasks mentioned in comments from the field dealt with Aerial Recovery Systems. This set of write-ins was not very large but enough to warrant further elaboration in later surveys.

Lastly, a number of write-ins were received concerning comfort pallets, aircraft latrines and sewage service carts.

TABLE 1

PERCENT COMPARISONS OF THE DISTRIBUTION OF DAFSC 431X1X PERSONNEL
BY SHREDOUT ASSIGNED IN THE FIELD AND IN THE SURVEY SAMPLE

<u>SHREDOUT GROUP</u>	<u>ASSIGNED IN THE FIELD AS OF 28 FEBRUARY 1977</u>	<u>SURVEY SAMPLE</u>
431X1A	1	2
431X1C	46	41
431X1E	38	40
431X1F	9	9
43191 (NO SHREDS AT THE 9-SKILL LEVEL)	7	7
NO DAFSC INDICATED	*	*

* LESS THAN ONE PERCENT

TABLE 2

PERCENT COMPARISONS OF THE DISTRIBUTION BY MAJOR COMMAND OF DAFSC 431X1X
PERSONNEL ASSIGNED IN THE FIELD AND IN THE SURVEY SAMPLE

<u>MAJOR COMMAND</u>	<u>ASSIGNED IN THE FIELD AS OF 28 FEBRUARY 1977</u>	<u>SURVEY SAMPLE</u>
AAC	1	1
ADCOM	3	5
AFSC	3	3
ATC	7	8
MAC	23	24
PACAF	4	2
SAC	25	27
TAC	23	21
USAFE	10	7
OTHER	1	2

CAREER LADDER STRUCTURE

To provide a graphic representation of the various jobs within the Aircraft Maintenance specialty and to show the functional interrelationships, a comprehensive series of computerized task performance comparisons were made among the personnel surveyed in this study. The results are displayed in Figure 1 and listed in Table 3. Both the figure and table show the different job groupings found among survey respondents.

The groups represent aggregations of job incumbents who perform varying numbers similar tasks and spend like amounts of time on those tasks. For members of a job type group there is a very high degree of commonality in task performance and time spent. Job clusters, on the other hand, contain incumbents in related job type groups for whom there are fewer similarities in time spent and tasks performed. That is, cluster members generally do not have as much overlap in task performance and apportionment of duty time, as is found among members of job type groups. The GRP numbers in Figure 1 and Table 3 are label which are used in the computer analysis to identify groups of incumbents and have no other functions.

Each of the groups in Figure 1 and Table 3 represent a cluster or job type group of survey respondents. The names for each group were determined by the tasks performed and the duty position title(s) written down or checked off by the survey respondents in the group. A detailed description of each group including information, such as, skill level distribution, major command distribution, average grade, amount of supervision, most time-consuming duties, and representative tasks performed are in Appendix A of this report.

In a functional sense the job groups in Figure 1 may be grossly divided into three divisions: (1) Specialized Maintenance; (2) Supervision and Maintenance Support; and (3) General Aircraft Maintenance. The first division is composed of the two groups to the reader's left in Figure 1 which represent Nonpowered AGE Specialists (GRP042) and Wheel and Tire Shop Specialists (GRP081). Job incumbents in these groups while important to the overall mission of AFS 431XIX Personnel are either not directly working on aircraft or work on only a single aspect of aircraft maintenance.

FIGURE 1

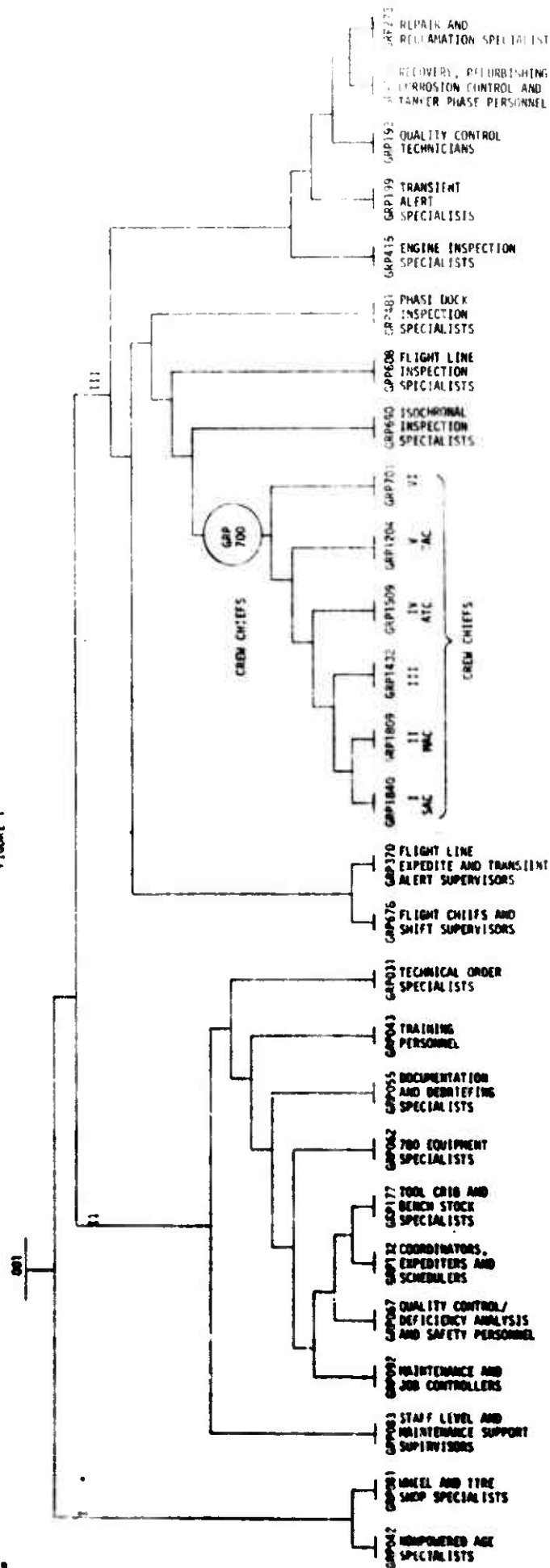


TABLE 3

JOB GROUPS WITHIN THE AIRCRAFT MAINTENANCE SPECIALTY

GROUP TITLE	TYPE OF GROUP	GROUP IDENTIFICATION NUMBER	PERCENT OF SAMPLE
I			
(SPECIALIZED MAINTENANCE)			
NONPOWERED AGE SPECIALISTS	CLUSTER	GRP042	2
WHEEL AND TIRE SHOP SPECIALISTS	CLUSTER	GRP081	1
II			
(SUPERVISION AND MAINTENANCE SUPPORT)			
STAFF LEVEL AND MAINTENANCE SUPPORT			
SUPERVISORS	CLUSTER	GRP083	12
MAINTENANCE AND JOB CONTROLLERS	CLUSTER	GRP092	4
QUALITY CONTROL (QC)/DEFICIENCY			
ANALYSIS AND SAFETY PERSONNEL	CLUSTER	GRP067	1
COORDINATORS, EXPEDITERS, AND			
SCHEDULERS	CLUSTER	GRP132	1
TOOL CRIB AND BENCH STOCK PERSONNEL	CLUSTER	GRP177	1
780 EQUIPMENT SPECIALISTS	CLUSTER	GRP062	2
DOCUMENTATION AND DEBRIEFING			
SPECIALISTS	CLUSTER	GRP055	1
TRAINING PERSONNEL	CLUSTER	GRP043	2
TECHNICAL ORDER (TO) SPECIALISTS	CLUSTER	GRP031	1
III			
(GENERAL AIRCRAFT MAINTENANCE)			
FLIGHT CHIEFS AND SHIFT SUPERVISORS	CLUSTER	GRP678	3
FLIGHT LINE EXPEDITE AND TRANSIENT			
ALERT SUPERVISORS	CLUSTER	GRP370	2
CREW CHIEFS	CLUSTER	GRP490	46
ISOCHRONAL INSPECTION SPECIALISTS	JOB TYPE	GRP690	1
FLIGHT LINE INSPECTION SPECIALISTS	CLUSTER	GRP608	1
PHASE DOCK INSPECTION SPECIALISTS	CLUSTER	GRP481	2
ENGINE INSPECTION SPECIALISTS	CLUSTER	GRP415	1
TRANSIENT ALERT SPECIALISTS	CLUSTER	GRP199	4
QUALITY CONTROL (QC) TECHNICIANS	CLUSTER	GRP193	2
RECOVERY, REFURBISHING, CORROSION			
CONTROL, AND TANKER PHASE			
PERSONNEL	CLUSTER	GRP111	2
REPAIR AND RECLAMATION SPECIALISTS	CLUSTER	GRP273	5
OTHER			3

Specialized Maintenance

As the title Nonpowered AGE Specialists (GRP042) indicates, this group of job incumbents spend most of their time (65 percent) performing tasks related to Maintaining Nonpowered Aerospace Ground Equipment (AGE), Duty 0. The members of this group on the average have lower paygrades and lower skill levels than found in the total sample. In addition, job satisfaction, perceived utilization of talents, perceived utilization of training, and reenlistment intentions are substantially lower than for the total survey sample of DAFSC 431X1X personnel.

The major emphasis in job time for survey respondents in the Wheel and Tire Shop Specialists cluster (GRP081) is on tasks dealing with Maintaining Landing Gear Systems, Duty 1. Members of this group have a higher average paygrade than the Nonpowered AGE Specialist but still lower than the average for all members of this specialty who were surveyed. Similarly, in comparison to Nonpowered AGE personnel, Wheel and Tire Shop Specialists, have greater job interest, more positive perceptions of the utilization of their talents and training. Expressed intentions to reenlist are about average for the career field.

Supervision and Maintenance Support

The second major division among the clusters and job types in this study contains: Staff Level and Maintenance Support Supervisors (GRP083); Maintenance and Job Controllers (GRP092); Quality Control/Deficiency Analysis and Safety Personnel (GRP067); Coordinators, Expeditors and Schedulers (GRP132); Tool Crib and Bench Stock Personnel (GRP177); 780 Equipment Specialists (GRP062); Training Personnel (GRP043); and Technical Order Specialists (GRP031).

Most of the job incumbents in these eight job clusters are usually not working directly on aircraft but are performing tasks related to supervision, coordination of work performed, maintenance administration, supply, or training. The average paygrades among members of these clusters is higher than for Nonpowered AGE Specialists (GRP042) and Wheel and Tire Shop Specialists (GRP081). However, there are no consistent trends among all the job incumbents in this major division regarding reenlistment intentions, job satisfaction, or perceptions of the utilization of their talents and training.

The Staff Level and Maintenance Support Supervisors cluster (GRP083) contains 12 percent of the AFS 431X1X personnel surveyed. Job incumbents in this group indicate filling a wide variety of supervisory positions, such as, Mobility NCO or NCOIC, Maintenance Superintendent, Wheel and Tire

Shop NCOIC or ANCOIC, Flight Line Expediter Supervisor, Nonpowered AGE NCOIC, Programs Mobility NCOIC and Tool Crib/Bench Stock NCOIC. Members of this large cluster have the second highest average paygrade, 6.3, of any group of incumbents identified in this section of the report. In addition, job satisfaction and perceptions of the utilization of talents and utilization of training are all high. Reenlistment intentions among cluster members are not as high as would be expected (67 percent will probably or definitely reenlist); this is most likely due to the fact that 31 percent of the group members have more than 240 months AFMS and are eligible to retire.

Job incumbents in the Maintenance and Job Controllers cluster (GRP092) on the average perform only 14 tasks which are all related to Organizing and Planning (Duty A) or Directing and Implementing (Duty B). Although these two duties contain tasks which are supervisory in nature, only 19 percent of the group members report being supervisors. The main thrust of the job of these incumbents is coordination of work, personnel and facilities. As a group these survey respondents are above average within the specialty in job interest, perceived utilization of talents, perceived utilization of training and expressed reenlistment intentions. Their average grade is 5.4.

The Quality Control/Deficiency Analysis and Safety Personnel cluster (GRP067) is a loosely connected group of survey respondents who perform tasks dealing with drafting, editing, or reviewing correspondence, reports, plans or staff studies. The written materials worked on by the group members are staff level products relating to safety, quality control or deficiency analysis. The members of this cluster have the highest level of job interest of any group reported; 94 percent indicate finding their jobs from fairly interesting to extremely interesting. Perceived utilization of talents and training and reenlistment intentions are all well above average for the specialty. The average grade for cluster members is 6.1. Interestingly, only 15 percent of this group of incumbents directly supervise other personnel.

The Coordinators, Expeditors, and Schedulers cluster (GRP132) is another loosely connected group with supply and coordination of maintenance tasks as the unifying factors. There are two striking characteristics of this cluster: first, job interest, perceived utilization of talents, perceived utilization of training, and expressed reenlistment intentions are considerably below average; and second there is a disproportionately large number of women (18 percent) in this cluster. Only 12 percent of the group members directly supervise personnel. Members have a mean paygrade of 4.5.

Another group of survey respondents involved heavily with supply tasks are members of the Tool Crib and Bench Stock Personnel cluster (GRP177). Over one-half of the duty time of these incumbents is spent Performing Supply Functions (Duty F) tasks. Members of this group are more involved with issuing or receiving tools and performing inventory checks on tool crib equipment and bench stock items. Respondents in this group have low job interest, and low perceptions of the utilization of their talents and their training. Forty-two percent of the group members indicate they will probably or definitely reenlist which is about average for this specialty. There is a relatively large percentage (15 percent) of women in the Tool Crib/Bench Stock cluster. The average grade for cluster members is 4.0, with 26 percent indicating they supervise personnel.

For Aircraft Maintenance personnel in the 780 Equipment Specialists cluster (GRP062) more of their duty time (37 percent) is involved with Maintaining 780 Equipment (Duty P) tasks than tasks from any other job inventory duty. Within this cluster 32 percent of the incumbents report being supervisors, although the average grade for members is 4.1. Job interest, perceptions of talent utilization and training utilization, as well as, reenlistment intentions for survey respondents in this cluster are well below average.

Among job incumbents in the Documentation and Debriefing Specialists cluster (GRP055) there is a disparate proportion of females, 13 percent. This groups' job incumbents are connected, albeit loosely, by the large amount of their duty time, 51 percent, spent on Maintaining Forms and Records (Duty E) tasks. A single task, Review Aircraft Records or Maintenance (C17), accounts for an average of nine percent of the duty time of group members. The mean grade for personnel in this cluster is 4.9 with only 15 percent reporting they perform as supervisors. Responses to the items related to job interest, utilization of talents, and expressed reenlistment intentions are in the average range for this specialty. Perceived utilization training is much lower than average for this specialty, with only 60 percent of the members of this cluster as opposed to 79 percent of the total sample, indicating their job utilizes their training fairly well to perfectly.

Training Personnel (GRP043) on the average spend one-half of their duty time on Training (Duty D) tasks. In spite of this large amount of overlap in duty time spent on training tasks, however, there are two different types of jobs performed by cluster members. One group of incumbents are resident course instructors and the others are performing tasks related to unit level training and the OJT program. Only 21 percent of the members of this group directly supervise personnel.

Their mean grade is 5.3. Although job interest, reenlistment intentions, and perceptions of the utilization of their talents are all above average, as a group their responses indicate below average perceptions of the utilization of their training.

A substantial portion (23 percent) of the duty time of the Technical Order Specialists (GRP031) is taken up by only two tasks, E35, Maintain Technical Publications Files and A16, Establish Technical Order (TO) publications files. This cluster has the largest percentage (20 percent) of women of any job group in this survey. For incumbents in the cluster responses to the background items dealing with job interest, the utilization of their talents, the utilization of their training, and reenlistment intentions are all below average for the Aircraft Maintenance specialty. The mean grade for this cluster's members is 4.9 and 24 percent report being supervisors.

General Aircraft Maintenance

The third major division in Figure 1 contains the 16 job groups to the right of the diagram. Job incumbents in these groups work directly on aircraft, supervise maintenance or perform quality control checks on maintenance performed.

Survey respondents in the Flight Chiefs and Shift Supervisors cluster (GRP678) are primarily supervisor-technicians. Members of this cluster spend 39 percent of their time on supervisory tasks related to Organizing and Planning, (Duty A), Directing and Implementing (Duty B), Evaluating and Inspecting (Duty C), and Training (Duty D), as compared to 65 percent time spent on tasks from the same four duties for members of the Staff Level and Maintenance Support Supervisors cluster (GRP083). Conversely, members of the Flight Chiefs and Shift Supervisors cluster on the average spend a combined 21 percent of their time on Performing General Aircraft maintenance (Duty G) tasks and Performing Ground Handling of Aircraft (Duty H). Tasks from the same two duties account for an average of only six percent of the duty time of incumbents in the Staff Level and Maintenance Support Supervisors cluster (GRP083). Members of the Flight Chiefs and Shift Supervisors cluster (GRP678) have the highest average grade (6.5) and highest percent supervising (94 percent) of any group in this section. Job interest, and perceived utilization of talents and training are all very high. Although, 52 percent of the cluster members are eligible to retire at the end of their current enlistment, 70 percent of them indicate they will definitely or probably reenlist.

Survey respondents in the Flight Line Expedite and Transient Alert Supervisors cluster (GRP370) on the average spend 22 percent of their

time on tasks from the supervisory duties (Organizing and Planning, [Duty A] seven percent; Directing and Implementing [Duty B] eight percent; Inspecting and Evaluating [Duty C], five percent; and Training [Duty D] two percent). In addition, job incumbents in this group spend 25 percent of their time Performing Ground Handling of Aircraft (Duty H) tasks and 15 percent on General Aircraft Maintenance (Duty G) tasks. Seventy percent of the group members report being supervisors. The average grade is 5.4. Job satisfaction, perception of the utilization of their talents and training are above average for the specialty. Reenlistment intentions are considerably above average for the specialty with 82 percent reporting will probably or definitely reenlist. There are 41 aircraft worked on by at least 10 percent of the cluster members. This is a good indicator of the breadth of the job performed.

The largest single cluster in the Aircraft Maintenance career ladder is Crew Chiefs (GRP490). Incumbents in this group constitute 46 percent of the survey sample. Although together in a single cluster in Figure 1 and Table 3 members are further divided into six smaller clusters in Appendix A. These division are mostly dependent on the command of assignment, time on active duty, and specific aircraft worked on rather than shredout. There is a large core of tasks performed by very high percentages of the incumbents in the cluster. In fact, there are 68 tasks performed by 75 percent or more of the survey respondents in the Crew Chiefs cluster (GRP490) irrespective of shredout, MAJCOM, time on active duty or aircraft worked on.

In general, Crew Chiefs spend 50 percent of their duty time as follows: Performing General Aircraft Maintenance (Duty G) tasks, 21 percent; Performing Ground Handling of Aircraft (Duty H) tasks, 19 percent; and Maintaining Landing Gear System (Duty I) tasks, 10 percent. The remaining 50 percent of their duty time is distributed over a wide variety of tasks from the remaining 20 duties in the job inventories. The average grade among members of the Crew Chief cluster is 4.1 and 35 percent indicate being supervisors. As would be expected due to the large number of incumbents in this cluster, responses to items dealing with job interest, reenlistment intentions and perceived utilization of talents, are all within one percentage point of the average values for members of the Aircraft Maintenance specialty. Perceived utilization of training, though, is higher than average for the specialty, with 86 percent reporting they feel their training is being utilized from "fairly well" to "perfectly".

For incumbents in the Isochronal Inspection Specialists job type group (GRP690) most of their time is spent on "Inspect. . .," "Remove or Replace . . ." or "Operationally Check . . ." tasks from Duty G (Performing General

Aircraft Maintenance), Duty I (Maintaining Landing Gear Systems), Duty M (Maintaining Electrical Tasks) or Duty L (Maintaining Pneudraulic Systems). Sixty-seven percent of the cluster members indicated performing isochronal inspections in the background section of the job inventory. Smaller percentages of group members perform a variety of other inspections. Members of this group have an average grade of 3.8. Relatively few (23 percent) of the respondents in this job type group are supervisors. This is another group with a larger percentage (13 percent) of women than a random selection of AFS 431X1X personnel with the same amount of service would yeild. Job interest, perceived utilization of talents and reenlistment intentions are all below career field averages. Perceived utilization of training, though, is above average. Most of this group's members (72 percent) are assigned to MAC. The aircraft worked on by the largest percentages of this group of incumbents are: C-5 (33 percent); C-141 (31 percent); C-130E (18 percent); T-39 (10 percent).

Incumbents in the Flight Line Inspection Specialists cluster (GRP608) on the average perform more tasks, 591, than any other group of incumbents in this survey. The group with the second largest average number of tasks performed does 316. Members of the Flight Line Inspection Specialists cluster have jobs of considerable breadth. In fact, there are 241 tasks performed by more than 75 percent of the cluster members. As a result, survey respondents in this cluster perform tasks from many duties with tasks from the most time-consuming duty, (Performing General Aircraft Maintenance [Duty G]), accounting for only 16 percent of their time. Eleven percent of the group members' time is taken by tasks from both Duty H (Performing Ground Handling of Aircraft) and Duty I (Maintaining Landing Gear Systems). The tasks performed appear quite similar to those performed by incumbents in the Crew Chief cluster, but a great many additional tasks are also performed.

Although supervisory tasks take only eight percent of the cluster members' time, 43 percent report being supervisors. The average grade is 4.6. Job interest for survey respondents in this cluster is a little above average; however, perceived utilization of talents, perceived utilization of training and reenlistment intentions are all well above average. There are eleven aircraft worked on by 10 percent or more of the group members including the F-4E (27 percent), KC-135 (18 percent), C-130E (15 percent), B-52G (11 percent), and T-38 (10 percent).

As the cluster title indicates, most (70 percent) of the survey respondents in the Phase Dock Inspection Specialists cluster (GRP481) report performing phase inspections. In addition, 80 percent indicate being assigned to a dock inspection function. The distribution of time spent on tasks from job inventory duties include: Performing General Aircraft Maintenance (Duty G) tasks, 24 percent; Performing Ground

Handling of Aircraft (Duty H) tasks, 18 percent; and Maintaining Landing Gear Systems (Duty I) tasks, 15 percent. Cluster members have a relatively low average grade of 3.6. As would be expected of a low grade level group, only 22 percent of the group report being supervisors. Perceptions of the utilization of their talents and their training are slightly below average for Aircraft Maintenance personnel. Relative to job interest their responses are 11 percent lower than the career field average, 61 percent vs 72 percent indicating they find their jobs from fairly interesting to extremely interesting. The percentage of this cluster who reported they would probably or definitely reenlist is 17 percent below the average for the specialty. Finally, the aircraft worked on by ten percent or more of the cluster members are: T-38 (25 percent), F-4E (19 percent); F-4C (18 percent); T-37 (18 percent); F-4D (13 percent); KC-135 (12 percent); and A-7D (10 percent).

Members of the Engine Inspection Specialists cluster, GRP415, are all assigned to SAC and 96 percent have the E shredout. This group of incumbents spends over one-third (37 percent) of their duty time on Performing General Engine Maintenance (Duty Q) tasks. This is an unusually large amount of time on engine related tasks compared to members of the specialty as a whole. The average grade for cluster members is 3.9 and only 25 percent report supervising other personnel. While job interest and reenlistment intentions are within one percentage point of average for personnel in this specialty, perceived utilization of talents and perceived utilization of training are 19 percent and nine percent above average, respectively. Those aircraft worked by 10 percent or more of the cluster are: KC-135 (64 percent); B-52G (30 percent); B-52H (23 percent); and B-52F (11 percent).

Survey respondents in the Transient Alert Specialists cluster (GRP199), on the average spend more time (40 percent) on Performing Ground Handling of Aircraft (Duty H) tasks than members of any other job cluster or job type group. Job incumbents in this cluster have a low average paygrade, 3.5, and only 15 percent report being supervisors. Among members of this cluster job interest, perceived utilization of talents, perceived utilization of training, and reenlistment intentions are all below average by nine to 20 percent. As would be expected, survey respondents in this cluster report working on a wide variety of aircraft. At least 10 percent of the group members indicate working on twenty-seven aircraft including but NOT limited to the following: KC-135 (35 percent); C-141 (23 percent); F-4E (19 percent); C-130E (17 percent); C-9 (16 percent); C-118 (13 percent); and CH-53 (10 percent).

Job incumbents in the Quality Control Technicians cluster (GRP193) perform a diverse group of inspection and evaluation tasks. These tasks are distributed across many of the job inventory duties in such a way that there is little concentration of time spent on tasks from any single duty. Of the top 100 most time-consuming tasks performed by members of this group 89 are "Inspect . . ." or "Evaluate . . ." tasks. These 89 tasks come from 12 duties. Group members have one of the highest average paygrades 6.1 and 40 percent supervise personnel. Job satisfaction, perceived utilization of their talent and their training, as well as, reenlistment intentions are considerably above average.

The Recovery, Refurbishing, Corrosion Control and Tanker Phase Personnel cluster, (GRP111), is a loose aggregation of job incumbents connected by the large amount of time (39 percent) they spend Performing General Aircraft Maintenance (Duty G) tasks. This is the highest average amount of time spent on Duty G tasks of any job group reported. Group members are assigned to an assortment of duty positions, such as, Recovery, Reurbishing, Phase Dock, Interior Crew, Wash and Lube, Corrosion Control and Tanker Inspection. As a result of the diversity of position there are numerous tasks which are performed by less than 50 percent of the group members which apply only to members of job type groups within the cluster. Only 16 percent of the cluster members are supervisors and the average grade is only 3.6. Job interest, perceived utilization of talents, perceived utilization of training, and reenlistment intentions for this group of survey respondents are all below average for this specialty.

For survey respondents in the Repair and Reclamation Specialists cluster (GRP273) the most distinguishing characteristic is that on the average they spend 22 percent of their time on Maintaining Flight Control Systems (Duty K) tasks. Members of this group spend more time on Duty K tasks than members of any other group. Cluster members also spend 19 percent of their time on both Performing General Aircraft Maintenance (Duty G) tasks, and Maintaining Landing Gear Systems (Duty I) tasks. Despite the relatively low average paygrade (4.1), 38 percent of the group members report being supervisors. Job interest, perceived utilization of talents, perceived utilization of training, and reenlistment intentions are all above average for survey respondents in this specialty. There are nine aircraft worked on by at least 10 percent of group members: C-141 (29 percent); KC-135 (24 percent); C-5 (18 percent); B-52F (16 percent); C-130E (15 percent); C-135 (15 percent); T-39 (14 percent); F-4E (12 percent); and F-4C (11 percent).

COMPARISON OF AFM 39-1 SPECIALTY DESCRIPTIONS WITH OCCUPATIONAL SURVEY DATA

The AFM 39-1 Specialty Descriptions for AFS 431X1X were reviewed to determine if the descriptions covered tasks performed by DAFSC 431X1X survey respondents. The AFM 39-1 descriptions are written in broad terms which provide good general coverage for most duties and tasks.

However, in paragraph "c" of the duties and responsibilities section for AFSC 43151 a considerable amount of emphasis is placed on target maintenance. The percentage of 5-skill level incumbents performing tasks related to this area does not support such emphasis:

<u>DUTY</u>	<u>PERCENT 5-SKILL LEVEL INCUMBENTS PERFORMING</u>
U33 PERFORM MAINTENANCE PREFLIGHT INSPECTIONS OF TOW TARGET SYSTEMS	1.3
U14 INSPECT UPLOADED TOW TARGETS	1.3
U19 LOAD OR DOWNLOAD TOW TARGETS	1.1
U31 PERFORM AIRCREW PREFLIGHT INSPECTIONS OF TOW TARGET SYSTEMS	.9

A second area of responsibility from AFM 39-1 which is not supported by the survey data is the initiation of technical order deficiency reports (AFTO Form 22).

<u>DUTY</u>	<u>PERCENT 5-SKILL LEVEL INCUMBENTS PERFORMING</u>
E31 INITIATE TECHNICAL ORDER SYSTEM PUBLICATION IMPROVEMENT REPORTS AND REPLY FORMS (AFTO FORM 22)	6.4

ANALYSIS OF SKILL LEVEL GROUPS

In this section of the report descriptions of how job time is spent and examples of tasks performed will be presented for the 5- and 7-skill level personnel with each shredout. Also, combined data for 5-, 7- and 9-skill level job incumbents will be covered.

In the following discussion many references will be made to the amount of time various groups of job incumbents spend on tasks from duties in the job inventory booklet used to collect data for this survey. An important point is that tasks from five duties: Maintaining Turbo-Propeller Engines (Duty S); Maintaining Turbo-Jet Engines (Duty T); Maintaining Tow Targets (Duty V); and Maintaining Inflight Refueling (IFR) Systems (Duty W) do not account for more than one-half of one percent of the duty time of any group of job incumbent defined by skill level and shredout (See Table 4).

A-Shredout (Reciprocating Engine Aircraft)

Among DAFSC 43151A personnel surveyed 58 percent of their job time is taken up by tasks from five duties: Performing Ground Handling of Aircraft (Duty H), 17 percent; Performing General Aircraft Maintenance (Duty G), 16 percent; Maintaining Landing Gear Systems (Duty I), 11 percent; Maintaining Electrical Systems (Duty M), seven percent; and Maintaining Nonpowered Aerospace Ground Equipment (AGE) (Duty O), seven percent.

In addition, as shown in Table 4 DAFSC 43151A personnel are the only group of 5-skill level incumbents who spend any appreciable amount of time on tasks dealing with Maintaining Reciprocating Engines, Duty R. While the three percent time spent on these tasks is small, that percentage amounts to at least three times more than the average percent time spent on those tasks by any other 5-skill level group. Interestingly, DAFSC 43151A job incumbents spend nearly twice as much time (seven percent) on AGE Maintenance (Duty O) tasks than 5-skill level job incumbents with any of the other three shredouts. Table 5 lists the tasks performed by the largest percentages of 5-skill level A shredout survey respondents.

As is frequently seen with 7-skill level incumbents, DAFSC 43171A personnel spend their job time on a mixture of tasks some of which are supervisory and some of which are technical. The distribution of time spent on tasks from the supervisory duties is: Organizing and Planning (Duty A), 13 percent; Directing and Implementing (Duty B), 11 percent; Inspecting and Evaluating (Duty C), six percent; and Training (Duty D), two percent time spent. The total of time spent on tasks from these duties is 32 percent.

In addition to the clearly supervisory duties mentioned immediately above Maintaining Forms and Records (Duty E) tasks also tend to take more duty time for job incumbents as skill level increases. For DAFSC 43171A personnel 12 percent of their time is spent on Duty E tasks. This is the largest amount for any skill level group in any of the shredouts and is slightly more than the amount of time spent on Duty E tasks by DAFSC 43191 survey respondents.

The technical (non-supervisory) duties containing tasks which accounted for the largest amounts of the duty time of 7-skill level A-shred survey respondents are: Performing General Aircraft Maintenance (Duty G), 11 percent; Performing Ground Handling of Aircraft (Duty H), 10 percent and Maintaining Landing Gear Systems (Duty I), seven percent. As was seen above with DAFSC 43151A incumbents, 7-skill level personnel with the A shred also spend three percent of their job time on Maintaining Reciprocating Engines (Duty R) tasks. Again this amounts to at least three times more time spent on the same tasks by 7-skill level respondents with the C, E, or F shredout. Table 6 gives a listing of tasks performed by large percentages of DAFSC 43171A personnel.

Table 7 details the task performance differences in percentages between DAFSC 43151A job incumbents and DAFSC 43171A job incumbents. The tasks in this table are a partial, representative listings of the tasks which show the greatest differences between 7- and 5-skill level Aircraft Maintenance incumbents with the A shredout. As is typically seen, more 5-skill level respondents perform technical tasks and more 7-skill level respondents perform supervisory tasks. Also, the differences in percent members performing are greater on those tasks done by more 7-skill level survey respondents. This indicates that 7-skill level incumbents are more apt to be performing some of the technical tasks accomplished by 5-skill level respondents as well as performing supervisory tasks.

TABLE 4
PERCENT TIME SPENT ON JOB INVENTORY DUTIES BY DAFSC GROUP MEMBERS

DUTY	DAFSC GROUPS									
	43151A (N=63)	43171A (N=57)	43151C (N=1421)	43171C (N=793)	43151E (N=1424)	43171E (N=777)	43151F (N=282)	43171F (N=193)	43151G (N=113)	43171G (N=113)
A ORGANIZING AND PLANNING	4	13	3	14	4	13	5	14	13	13
B DIRECTING AND IMPLEMENTING	3	11	3	12	3	12	3	12	13	13
C INSPECTING AND EVALUATING	3	6	2	7	3	7	2	7	11	11
D TRAINING	1	2	1	3	2	2	2	4	13	13
E MAINTAINING FORMS AND RECORDS	6	12	7	10	6	10	7	9	13	13
F PERFORMING SUPPLY FUNCTIONS	6	5	4	5	4	5	5	4	13	13
G PERFORMING GENERAL AIRCRAFT MAINTENANCE	16	11	18	11	20	11	21	13	13	13
H PERFORMING GROUND HANDLING OF AIRCRAFT	17	10	19	11	16	11	13	9	13	13
I MAINTAINING LANDING GEAR SYSTEMS	11	7	11	7	9	7	8	5	13	13
J MAINTAINING UTILITY SYSTEMS	2	2	3	2	3	2	4	3	13	13
K MAINTAINING FLIGHT CONTROL SYSTEMS	3	3	4	3	4	3	5	3	13	13
L MAINTAINING PNEUMATIC SYSTEMS	3	3	5	4	4	4	5	4	13	13
M MAINTAINING ELECTRICAL SYSTEMS	7	5	5	3	5	3	6	4	13	13
N MAINTAINING FUEL SYSTEMS	3	2	4	3	4	3	4	3	13	13
O MAINTAINING NONPOWERED AEROSPACE GROUND EQUIPMENT (AGE)	7	1	4	2	4	2	3	1	13	13
P MAINTAINING 780 EQUIPMENT	1	1	1	1	2	1	1	2	13	13
Q PERFORMING GENERAL ENGINE MAINTENANCE	4	4	4	3	5	4	3	3	13	13
R MAINTAINING RECIPROCATING ENGINES	3	3	4	3	4	3	4	3	13	13
S MAINTAINING TURBO-PROPELLER ENGINES	3	3	4	3	4	3	4	3	13	13
T MAINTAINING TURBO-JET ENGINES	3	3	4	3	4	3	4	3	13	13
U MAINTAINING TOW TARGETS	3	3	4	3	4	3	4	3	13	13
V MAINTAINING AERIAL DELIVERY SYSTEMS	3	3	4	3	4	3	4	3	13	13
W MAINTAINING INFLIGHT REFUELLING (IFR) SYSTEMS	3	3	4	3	4	3	4	3	13	13

* INDICATES LESS THAN ONE HALF OF ONE PERCENT

TABLE 5
TASKS PERFORMED BY THE LARGEST
PERCENTAGES OF DAFSC 43151A PERSONNEL

TASK	PERCENT MEMBERS PERFORMING
H16 GROUND AIRCRAFT	78
H20 JACK AIRCRAFT	76
H67 WALK WINGS OR TAILS DURING AIRCRAFT TOWING OPERATIONS	76
H24 MARSHAL AIRCRAFT	73
H44 POSITION AGE TO AIRCRAFT	73
H65 STAND FIRE GUARD	73
E43 PREPARE REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)	71
G25 INSPECT AIRCRAFT PANELS	71
H21 LAUNCH OR RECOVER AIRCRAFT	71
I23 INSPECT STRUTS	71
F17 SIGN FOR PARTS	70
H6 DIRECT FUELING OR DEFUELING OF AIRCRAFT	70
H17 HANGAR AIRCRAFT	70
H40 OPERATE MAINTENANCE STANOS	70
H45 POSITION OR REMOVE AIRCRAFT CHOCKS	70
H56 SERVICE AIRCRAFT ENGINE OIL SYSTEMS	70
H62 SERVICE AIRCRAFT TIRES WITH AIR	70
G26 INSPECT AIRCRAFT WINDOWS OR WINDSHIELDS	68
G66 REMOVE OR REPLACE AIRCRAFT ACCESS PANELS	68
H57 SERVICE AIRCRAFT HYDRAULIC SYSTEMS	68
I25 INSPECT WHEELS	67
E39 PREPARE MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	65

TABLE 6
TASKS PERFORMED BY THE LARGEST
PERCENTAGES OF DAFSC 43171A PERSONNEL

TASK	PERCENT MEMBERS PERFORMING
E39 PREPARE MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	74
C17 REVIEW AIRCRAFT RECORDS OR MAINTENANCE FORMS	67
F17 SIGN FOR PARTS	67
A4 COORDINATE WITH MAINTENANCE PERSONNEL OR JOB CONTROL FOR AVAILABILITY OF SPECIALISTS OR EQUIPMENT, TOOLS, OR PARTS	65
E6 INITIATE OR POST ENTRIES TO AEROSPACE VEHICLE FLIGHT STATUS AND MAINTENANCE FORMS (AFTO FORM 781H)	65
E7 INITIATE OR POST ENTRIES TO AEROSPACE VEHICLE INSPECTION FORMS (AFTO FORM 781K)	65
E21 INITIATE OR POST ENTRIES TO MAINTENANCE DISCREPANCY AND WORK DOCUMENT FORMS (AFTO FORM 781A)	65
C14 INSPECT WORK AREAS	61
E4 INITIATE OR POST ENTRIES TO AEROSPACE VEHICLE FLIGHT DATA DOCUMENT FORMS (AFTO FORM 781)	61
B19 MAINTAIN STATUS BOARDS	60
C12 INSPECT WORK PERFORMED BY SUBORDINATES	60
F9 LOCATE PARTS NUMBERS FORM ILLUSTRATED PARTS BREAKDOWNS	60
G25 INSPECT AIRCRAFT PANELS	60
H16 GROUND AIRCRAFT	60
H29 OPERATE AGE AIR COMPRESSORS	60
A6 COORDINATE WORK ACTIVITIES WITH MAINTENANCE SPECIALISTS, OR OTHER PERSONNEL, OR AGENCIES	58
G26 INSPECT AIRCRAFT WINDOWS OR WINDSHIELDS	58
H6 DIRECT FUELING OR DEFUELING OF AIRCRAFT	58
I23 INSPECT STRUTS	58

TABLE 7

TWENTY TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 43151A PERSONNEL AND DAFSC 43171A PERSONNEL IN PERCENT MEMBERS PERFORMING

TASK	DAFSC 43151A PERSONNEL	DAFSC 43171A PERSONNEL	DIFFERENCE
H20 JACK AIRCRAFT	76	49	27
H67 WALK WINGS OR TAILS DURING AIRCRAFT TOWING OPERATIONS	76	51	25
L17 INSPECT HYDRAULIC SYSTEM RESERVOIRS SIGHT GAGES	52	28	24
G66 REMOVE OR REPLACE AIRCRAFT ACCESS PANELS	68	49	19
H40 OPERATE MAINTENANCE STANDS	70	51	19
H44 POSITION AGE TO AIRCRAFT	73	54	19
H66 TAKE ENGINE OIL SAMPLES FOR SPECTROMETRIC OIL ANALYSIS PROGRAM (SOAP);	65	46	19
O12 OPERATIONALLY CHECK GASEOUS OXYGEN CARTS	33	14	19
H15 FUEL AIRCRAFT USING SINGLE-POINT REFUELING METHODS	32	14	18
H16 GROUND AIRCRAFT	78	60	18
B18 INTERPRET MAINTENANCE PROCEDURES ON REPAIR OF AIRCRAFT OR RELATED EQUIPMENT	21	54	-33
E35 MAINTAIN TECHNICAL PUBLICATIONS FILES	13	46	-33
A27 PLAN OR SCHEDULE WORK ASSIGNMENTS	22	56	-34
B26 SUPERVISE AIRCRAFT MAINTENANCE TECHNICIANS (43171)	3	37	-34
B4 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	14	49	-35
B23 PREPARE REPLIES TO INSPECTION REPORTS	2	37	-35
A18 INTERPRET MAINTENANCE POLICIES OR DIRECTIVES FOR SUBORDINATES	16	53	-37
A1 ANALYZE REPORTS OR MAINTENANCE PLANS	8	46	-38
A26 PLAN OR SCHEDULE LEAVES OR PASSES	6	44	-38
B1 ADJUST DAILY MAINTENANCE PLANS TO MEET OPERATIONAL COMMITMENTS FOR AIRCRAFT	5	46	-41

C Shredout (Jet Aircraft One and Two Engines)

In terms of percent time spent performing tasks from the job inventory duties, the most time-consuming duties for DAFSC 43151C personnel as shown in Table 4 are: Performing Ground Handling of Aircraft (Duty H), 19 percent; Performing General Aircraft Maintenance (Duty G), 18 percent; and Maintaining Landing Gear Systems (Duty I), 11 percent. The remaining 52 percent of duty time is distributed across the other duties in no specific pattern or in any way that would clearly differentiate DAFSC 43151C personnel from 5-skill level survey respondents with the other three shredouts. A listing of tasks performed by large percentages of 43151C personnel is displayed in Table 8.

Thirty-six percent of the duty time of 7-skill level survey respondents having a C shred is spent on tasks from the four supervisory duties as follows: Organizing and Planning (Duty A), 14 percent; Directing and Implementing (Duty B), 12 percent; Inspecting and Evaluating (Duty C), seven percent; and Training (Duty D), three percent. Overall, supervisory tasks take a little more than one-third (36 percent) of the duty time of this group of incumbents. Another 10 percent of the groups duty time is involved in Maintaining Forms and Records (Duty E) tasks.

Slightly less than one-third (32 percent) of the duty time of DAFSC 43171C personnel is taken by tasks from three other duties: Performing General Aircraft Maintenance (Duty G), 11 percent; Performing Ground Handling of Aircraft (Duty H), 11 percent; and Maintaining Forms and Records, 10 percent. The remaining duty time is spread out among tasks from the other sixteen duties in the job inventory. None of these duties accounts for more than seven percent of time spent.

Table 9 lists the twenty tasks performed by the largest percentages of DAFSC 43171C survey respondents.

Concerning task performance differences between 5- and 7-skill level aircraft maintenance with a C shredout, Table 10 contrasts tasks performed by 5-skill level and 7-skill level incumbents. As seen earlier, larger percentages of 5-skill level personnel perform technical tasks and more 7-skill level respondents perform supervisory tasks. The percentage of 7-skill level personnel performing technical tasks is higher than the percentage of 5-skill level personnel accomplishing supervisory tasks.

TABLE 8
TASKS PERFORMED BY THE LARGEST
PERCENTAGES OF DAFSC 43151C PERSONNEL

TASK	PERCENT MEMBERS PERFORMING
G25 INSPECT AIRCRAFT PANELS	79
H16 GROUND AIRCRAFT	79
H45 POSITION OR REMOVE AIRCRAFT CHOCKS	78
H67 WALK WINGS OR TAILS DURING AIRCRAFT TOWING OPERATIONS	78
G26 INSPECT AIRCRAFT WINDOWS OR WINDSHIELDS	77
H40 OPERATE MAINTENANCE STANDS	77
G66 REMOVE OR REPLACE AIRCRAFT ACCESS PANELS	76
H20 JACK AIRCRAFT	76
H35 OPERATE AGE PORTABLE LIGHTING EQUIPMENT	76
H57 SERVICE AIRCRAFT HYDRAULIC SYSTEMS	74
G110 SAFETY WIRE AIRCRAFT HARDWARE	73
H17 HANGAR AIRCRAFT	73
H44 POSITION AGE TO AIRCRAFT	73
I23 INSPECT STRUTS	73
F17 SIGN FOR PARTS	72
G22 INSPECT AIRCRAFT ACCESS DOORS OR HATCHES	71
H29 OPERATE AGE AIR COMPRESSORS	71
G27 INSPECT AIRFRAME FOR STRUCTURAL DAMAGE	70
H39 OPERATE HYDRAULIC SERVICING CARTS	69
I8 CLEAN POLISHED SURFACES OF STRUTS	69

TABLE 9
TASKS PERFORMED BY THE LARGEST
PERCENTAGES OF OAFSC 43171C PERSONNEL

TASK	PERCENT MEMBERS PERFORMING
C12 INSPECT WORK PERFORMED BY SUBORDINATES	68
C17 REVIEW AIRCRAFT RECORDS OR MAINTENANCE FORMS	67
A4 COORINATE WITH MAINTENANCE PERSONNEL OR JOB CONTROL FOR AVAILABILITY OF SPECIALISTS OR EQUIPMENT, TOOLS, OR PARTS	66
F17 SIGN FOR PARTS	66
C14 INSPECT WORK AREAS	65
G25 INSPECT AIRCRAFT PANELS	61
B11 DIRECT SUBORDINATES IN MAINTAINING WORK PERFORMANCE	60
B25 SUPERVISE AIRCRAFT MAINTENANCE SPECIALISTS (43151)	60
B20 ORIENT NEWLY ASSIGNED PERSONNEL	59
E39 PREPARE MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	59
E21 INITIATE OR POST ENTRIES TO MAINTENANCE DISCREPANCY AND WORK DOCUMENT FORMS (AFTO FORM 781A)	58
A6 COORDINATE WORK ACTIVITIES WITH MAINTENANCE SPECIALISTS OR OTHER PERSONNEL OR AGENCIES	57
C13 INSPECT MAINTENANCE EQUIPMENT	57
E7 INITIATE OR POST ENTRIES TO AEROSPACE VEHICLE INSPECTION FORMS (AFTO FORM 781K)	57
G26 INSPECT AIRCRAFT WINDOWS OR WINDSHIELDS	57
A18 INTERPRET MAINTENANCE POLICIES OR DIRECTIVES FOR SUBORDINATES	56
F9 LOCATE PART NUMBERS FROM ILLUSTRATED PARTS BREAKDOWNS	56
H16 GROUND AIRCRAFT	56
A27 PLAN OR SCHEDULE WORK ASSIGNMENTS	55
B4 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	55

TABLE 10

TWENTY TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 43151C PERSONNEL AND DAFSC 43171C PERSONNEL IN PERCENT MEMBERS PERFORMING

TASK	DAFSC 43151C PERSONNEL	DAFSC 43171C PERSONNEL	DIFFERENCE
G11 CLEAN EXTERNAL SURFACES OF AIRCRAFT OTHER THAN TRANSPARENT SURFACES	62	29	33
G13 CLEAN TRANSPARENT SURFACES SUCH AS WINDSHIELDS	66	36	30
IB CLEAN POLISHED SURFACES OF STRUTS	69	39	30
G66 REMOVE OR REPLACE AIRCRAFT ACCESS PANELS	76	47	29
G12 CLEAN INTERIOR OF AIRCRAFT SUCH AS CREW COMPARTMENTS OR CARGO COMPARTMENTS	54	26	28
G110 SAFETY WIRE AIRCRAFT HARDWARE	73	45	28
G67 REMOVE OR REPLACE AIRCRAFT PANEL FASTENERS	63	37	26
H20 JACK AIRCRAFT	76	50	26
H45 POSITION OR REMOVE AIRCRAFT CHOCKS	77	51	26
H57 SERVICE AIRCRAFT HYDRAULIC SYSTEMS	74	48	26
B26 SUPERVISE AIRCRAFT MAINTENANCE TECHNICIANS (43171)	5	37	-32
A26 PLAN OR SCHEDULE LEAVES OR PASSES	6	39	-33
B25 SUPERVISE AIRCRAFT MAINTENANCE SPECIALISTS (43151)	24	59	-35
C12 INSPECT WORK PERFORMED BY SUBORDINATES	33	68	-35
B11 DIRECT SUBORDINATES IN MAINTAINING WORK PERFORMANCE	22	60	-38
C11 EVALUATE WORK PERFORMANCE OF MILITARY PERSONNEL	14	52	-38
B2 ADVISE SUBORDINATES ON RESOLUTION OF PROBLEMS	24	63	-39
B4 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	16	55	-39
A18 INTERPRET MAINTENANCE POLICIES OR DIRECTIVES FOR SUBORDINATES	16	56	-40
A27 PLAN SAFETY PROGRAMS	15	55	-40

E Shredout (Jet Aircraft Over Two Engines)

DAFSC 43151E survey respondents indicate spending 45 percent of their duty time on tasks from three duties: Performing General Aircraft Maintenance (Duty G), 20 percent; Performing Ground Handling of Aircraft, (Duty H), 16 percent; and Maintaining Landing Gear Systems (Duty I), nine percent. The remainder of the duty time of this group of incumbents is taken up by tasks from twenty other duties none of which account for more than six percent of time spent (See Table 4). Those job inventory tasks performed by substantial percentages of 5-skill level E shred job incumbents are listed in Table 11.

For 7-skill level aircraft maintenance personnel with the E shredout the distribution of job time is 35 percent on supervisory tasks and 65 percent on technical tasks. As shown in Table 4, tasks related to Organizing and Planning (Duty A), Directing and Implementing (Duty B), Inspecting and Evaluating (Duty C), and Training (Duty D), account for 13 percent, 12 percent, seven percent, and four percent time spent, respectively. For DAFSC 43171C personnel surveyed the tasks related to Maintaining Forms and Records (Duty E), account for 10 percent of their time. The time spent on tasks from technical duties shows the usual emphasis on Performing General Aircraft Maintenance (Duty G), 12 percent; Performing Ground Handling of Aircraft (Duty H), nine percent; and Maintaining Landing Gear Systems (Duty I), six percent. As shown in Table 4, the remaining 38 percent of duty time for DAFSC 43171E job incumbents is scattered among tasks from the remaining sixteen duties. Examples of tasks performed by this group of incumbents are shown in Table 12.

Comparisons in percent members performing tasks between DAFSC 43151E personnel and DAFSC 43171E personnel are highlighted in Table 13. The tasks shown are a limited sample of a much longer list. Once again the usual pattern of technical task performance among 5-skill level incumbents and supervisory task performance among 7-skill level personnel are the key delineators. Also as pointed out previously, more 7-skill level incumbents perform tasks done by many 5-skill level personnel but few 5-skill level incumbents perform tasks accomplished by substantial percentages of 7-skill level personnel.

TABLE 11
TASKS PERFORMED BY THE LARGEST
PERCENTAGES OF DAFSC 43151E PERSONNEL

TASK	PERCENT MEMBERS PERFORMING
H40 OPERATE MAINTENANCE STANDS	75
H44 POSITION AGE TO AIRCRAFT	71
F17 SIGN FOR PARTS	70
H16 GROUND AIRCRAFT	70
H35 OPERATE AGE PORTABLE LIGHTING EQUIPMENT	70
H45 POSITION OR REMOVE AIRCRAFT CHOCKS	69
G25 INSPECT AIRCRAFT PANELS	69
G110 SAFETY WIRE AIRCRAFT HARDWARE	69
G66 REMOVE OR REPLACE AIRCRAFT ACCESS PANELS	67
G26 INSPECT AIRCRAFT WINDOWS OR WINDSHIELDS	66
H67 WALK WINGS OR TAILS DURING AIRCRAFT TOWING OPERATIONS	66
H32 OPERATE AGE GROUND HEATERS	65
H65 STAND FIRE GUARD	65
G22 INSPECT AIRCRAFT ACCESS DOORS OR HATCHES	64
H29 OPERATE AGE AIR COMPRESSORS	64
G23 INSPECT AIRCRAFT ACCESS DOOR SEALS	63
H62 SERVICE AIRCRAFT TIRES WITH AIR	63
H24 MARSHAL AIRCRAFT	62
H57 SERVICE AIRCRAFT HYDRAULIC SYSTEMS	62
G67 REMOVE OR REPLACE AIRCRAFT PANEL FASTENERS	61
H56 SERVICE AIRCRAFT ENGINE OIL SYSTEMS	61

TABLE 12

TASKS PERFORMED BY THE LARGEST
PERCENTAGES OF DAFSC 43171E PERSONNEL

TASK	PERCENT MEMBERS PERFORMING
C12 INSPECT WORK PERFORMED BY SUBORDINATES	67
F17 SIGN FOR PARTS	66
A4 COORDINATE WITH MAINTENANCE PERSONNEL OR JOB CONTROL FOR AVAILABILITY OF SPECIALISTS OR EQUIPMENT, TOOLS, OR PARTS	65
E39 PREPARE MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	63
B25 SUPERVISE AIRCRAFT MAINTENANCE SPECIALISTS (43151)	61
C17 REVIEW AIRCRAFT RECORDS OR MAINTENANCE FORMS	61
C14 INSPECT WORK AREAS	60
F9 LOCATE PART NUMBERS FROM ILLUSTRATED PARTS BREAKDOWNS	60
B2 ADVISE SUBORDINATES ON RESOLUTION OF PROBLEMS	58
E21 INITIATE OR POST ENTRIES TO MAINTENANCE DISCREPANCY AND WORK DOCUMENT FORMS (AFTO FORM 781A)	58
C13 INSPECT MAINTENANCE EQUIPMENT	57
B11 DIRECT SUBORDINATES IN MAINTAINING WORK PERFORMANCE	56
H35 OPERATE AGE PORTABLE LIGHTING EQUIPMENT	56
H40 OPEPATE MAINTENANCE STANDS	56
G25 INSPECT AIRCRAFT PANELS	55
G26 INSPECT AIRCRAFT WINDOWS OR WINDSHIELDS	55
B4 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	54
D4 CONDUCT ON-THE-JOB TRAINING (OJT)	54
A27 PLAN OR SCHEDULE WORK ASSIGNMENTS	53
G22 INSPECT AIRCRAFT ACCESS DOORS OR HATCHES	53

TABLE 13

TWENTY TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 43151E PERSONNEL AND DAFSC 43171E PERSONNEL IN PERCENT MEMBERS PERFORMING

TASK	DAFSC 43151E PERSONNEL	DAFSC 43171E PERSONNEL	DIFFERENCE
H65 STAND FIRE GUARD	65	39	26
G12 CLEAN INTERIOR OF AIRCRAFT SUCH AS CREW COMPARTMENTS OR CARGO COMPARTMENTS	55	32	23
G13 CLEAN TRANSPARENT SURFACES SUCH AS WINDSHIELDS	56	33	23
G67 REMOVE OR REPLACE AIRCRAFT PANEL FASTENERS	61	38	23
H45 POSITION OR REMOVE AIRCRAFT CHOCKS	69	47	22
I8 CLEAN POLISHED SURFACES OF STRUTS	59	37	22
H16 GROUND AIRCRAFT	70	49	21
H44 POSITION AGE TO AIRCRAFT	71	50	21
H66 TAKE ENGINE OIL SAMPLES FOR SPECTROMETRIC OIL ANALYSIS PROGRAM (SOAP)	59	38	21
B26 SUPERVISE AIRCRAFT MAINTENANCE TECHNICIANS (43171)	5	35	-30
E33 MAINTAIN OR FILE ON-THE-JOB TRAINING RECORD FORMS (AF FORM 623)	19	49	-30
C11 EVALUATE WORK PERFORMANCE OF MILITARY PERSONNEL	12	44	-32
C12 INSPECT WORK PERFORMED BY SUBORDINATES	33	68	-35
B11 DIRECT SUBORDINATES IN MAINTAINING WORK PERFORMANCE	20	56	-36
B25 SUPERVISE AIRCRAFT MAINTENANCE SPECIALISTS (43151)	24	60	-36
A18 INTERPRET MAINTENANCE POLICIES OR DIRECTIVES FOR SUBORDINATES	13	50	-37
B2 ADVISE SUBORDINATES ON RESOLUTION OF PROBLEMS	21	58	-37
A27 PLAN OR SCHEDULE WORK ASSIGNMENTS	15	53	-38
B4 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	16	54	-38

F Shredout (Turbo-Propeller Aircraft)

DAFSC 43151F survey respondents spend about the same amount of time (21 percent) Performing General Aircraft Maintenance (Duty G), tasks as 5-skill level job incumbents with any of the other three shredouts. However, this group of survey respondents indicated spending less time (13 percent and eight percent, respectively) on Performing Ground Handling of Aircraft (Duty H) tasks and on Maintaining Landing Gear Systems (Duty I) tasks. Overall, tasks from the three duties taken together account for roughly the same amount of time for 5-skill level F shred job incumbents as for other 5-skill level Aircraft Maintenance personnel. The tasks performed by large percentages of DAFSC 43151F survey respondents are listed in Table 14. Among that group of tasks, Operationally Check Cargo Ramps (G49), is performed by 69 percent of the F shred 5-skill level personnel but no more than 20 percent of the 5-skill level personnel in any of the other three shreds.

The distribution of time spent on tasks from job inventory duties for DAFSC 43171F job incumbents shown in Table 4 is quite similar to the distribution found for 7-skill level survey respondents with the other three shredouts. DAFSC 43171F personnel reported spending their time on supervisory tasks as follows: Organizing and Planning (Duty A), 14 percent; Directing and Implementing (Duty B), 12 percent; Inspecting and Evaluating (Duty C), seven percent; and Training (Duty D), four percent. In addition to the 37 percent time spent on tasks from the four supervisory duties listed above, nine percent of the duty time of the F shred 7-skill level survey respondent is spent on Maintaining Forms and Records (Duty E), tasks. The remaining duty time of this group of incumbents is spent on tasks from the technically oriented duties. The most time-consuming technical duties are: Performing General Aircraft Maintenance (Duty G), 13 percent time spent; Performing Ground Handling of Aircraft (Duty H), nine percent time spent; and Maintaining Landing Gear Systems (Duty I), five percent time spent. Table 15 lists the tasks performed by the largest percentages of DAFSC 43171F survey respondents.

The results of comparisons of tasks performed by DAFSC 43151F personnel and DAFSC 43171F are shown in Table 16. As is generally seen, larger percentages of 5-skill level respondents accomplish technical tasks and supervisory tasks are performed by larger percentages of 7-skill level incumbents.

TABLE 14

TASKS PERFORMED BY THE LARGEST
PERCENTAGES OF DAFSC 43151F PERSONNEL

TASK	PERCENT MEMBERS PERFORMING
F17 SIGN FOR PARTS	77
H40 OPERATE MAINTENANCE STANDS	76
H35 OPERATE AGE PORTABLE LIGHTING EQUIPMENT	74
H16 GROUND AIRCRAFT	73
H20 JACK AIRCRAFT	73
G22 INSPECT AIRCRAFT ACCESS DOORS OR HATCHES	72
G46 OPERATIONALLY CHECK AIRCRAFT DOORS	70
G63 REMOVE OR REPLACE AIRCRAFT ACCESS DOORS OR HATCHES	70
G110 SAFETY WIRE AIRCRAFT HARDWARE	70
H45 POSITION OR REMOVE AIRCRAFT CHOCKS	70
G25 INSPECT AIRCRAFT PANELS	69
G49 OPERATIONALLY CHECK CARGO RAMP SYSTEMS	69
G66 REMOVE OR REPLACE AIRCRAFT ACCESS PANELS	69
G36 INSPECT SEATS, SEATBELTS, INERTIAL REELS, OR SHOULDER HARNESSSES	68
H67 REMOVE OR REPLACE AIRCRAFT PANEL FASTENERS	68
G23 INSPECT AIRCRAFT ACCESS DOOR SEALS	67
G26 INSPECT AIRCRAFT WINDOWS OR WINDSHIELDS	67
G34 INSPECT PORTABLE FIRE EXTINGUISHERS	67
H65 STAND FIRE GUARD	67
H29 OPERATE AGE AIR COMPRESSORS	66
H44 POSITION AGE TO AIRCRAFT	66
H62 SERVICE AIRCRAFT TIRES WITH AIR	66

TABLE 15

TASKS PERFORMED BY THE LARGEST PERCENTAGES OF DAFSC 43171F PERSONNEL

TASK	PERCENT MEMBERS PERFORMING
A4 COORDINATE WITH MAINTENANCE PERSONNEL OR JOB CONTROL FOR AVAILABILITY OF SPECIALISTS OR EQUIPMENT, TOOLS, OR PARTS	67
C12 INSPECT WORK PERFORMED BY SUBORDINATES	66
C17 REVIEW AIRCRAFT RECORDS OR MAINTENANCE FORMS	65
F17 SIGN FOR PARTS	65
C14 INSPECT WORK AREAS	61
E21 INITIATE OR POST ENTRIES TO MAINTENANCE DISCREPANCY AND WORK DOCUMENT FORMS (AFTO FORM 781A)	60
B25 SUPERVISE AIRCRAFT MAINTENANCE SPECIALISTS (43151)	60
E21 INITIATE OR POST ENTRIES TO MAINTENANCE DISCREPANCY AND WORK DOCUMENT FORMS (AFTO FORM 781A)	60
E39 PREPARE MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	60
F9 LOCATE PART NUMBERS FROM ILLUSTRATED PARTS BREAKDOWN	60
A18 INTERPRET MAINTENANCE POLICIES OR DIRECTIVES FOR SUBORDINATES	58
C13 INSPECT MAINTENANCE EQUIPMENT	58
H40 OPERATE MAINTENANCE STANDS	57
E7 INITIATE OR POST ENTRIES TO AEROSPACE VEHICLE INSPECTION FORMS (AFTO FORM 781K)	54
E43 PREPARE REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)	54
F11 ORDER PARTS BY VOICE COMMUNICATIONS	54
G25 INSPECT AIRCRAFT PANELS	54
B20 ORIENT NEWLY ASSIGNED PERSONNEL	53
G22 INSPECT AIRCRAFT ACCESS DOORS OR HATCHES	53
G23 INSPECT AIRCRAFT ACCESS DOOR SEALS	53
G27 INSPECT AIRFRAME FOR STRUCTURAL DAMAGE	53
H16 GROUND AIRCRAFT	53
I23 INSPECT STRUTS	53

TABLE 16

TWENTY TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 43151F PERSONNEL AND DAFSC 43171F PERSONNEL IN PERCENT MEMBERS PERFORMING

TASK	DAFSC 43151F PERSONNEL	DAFSC 43171F PERSONNEL	DIFFERENCE
G13 CLEAN TRANSPARENT SURFACES SUCH AS WINDSHIELDS	60	32	28
G63 REMOVE OR REPLACE AIRCRAFT ACCESS DOORS OR HATCHES	70	42	28
G75 REMOVE OR REPLACE CREWMEMBER SEATS	65	37	28
H66 STAND FIRE GUARD	62	35	27
G12 CLEAN INTERIOR OF AIRCRAFT SUCH AS CREW COMPARTMENTS OR CARGO COMPARTMENTS	62	36	26
G38 INSTALL OR REMOVE LIFE RAFTS	60	34	26
G64 REMOVE OR REPLACE AIRCRAFT ACCESS DOOR HARDWARE SUCH AS SCREWS OR RIVETS	64	38	26
M35 SERVICE AIRCRAFT BATTERY SUMP JARS	53	27	26
G73 REMOVE OR REPLACE CREWMEMBER SEATBELTS	61	36	25
I26 LUBRICATE STRUTS	58	33	25
B18 INTERPRET MAINTENANCE PROCEDURES ON REPAIR OF AIRCRAFT OR RELATED EQUIPMENT	13	43	-30
B19 ORIENT NEWLY ASSIGNED PERSONNEL	17	49	-32
C11 EVALUATE WORK PERFORMANCE OF MILITARY PERSONNEL	13	46	-33
C12 INSPECT WORK PERFORMED BY SUBORDINATES	33	66	-33
B4 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	15	50	-35
B11 DIRECT SUBORDINATES IN MAINTAINING WORK PERFORMANCE	17	52	-35
B25 SUPERVISE AIRCRAFT MAINTENANCE SPECIALISTS (43151)	23	60	-37
A27 PLAN OR SCHEDULE WORK ASSIGNMENTS	14	52	-38
B2 ADVISE SUBORDINATES ON RESOLUTION OF PROBLEMS	17	56	-39
A18 INTERPRET MAINTENANCE POLICIES OR DIRECTIVES FOR SUBORDINATES	11	58	-47

9-Skill Level Personnel

The primary emphasis in tasks performed by DAFSC 43191 personnel is clearly and predominantly supervisory and administrative. Tasks from five duties account for 76 percent of their duty time. Time spent on tasks from these duties breaks down as follows: Organizing and Planning (Duty A), 23 percent; Directing and Implementing (Duty B), 23 percent; Inspecting and Evaluating (Duty C), 14 percent; Maintaining Forms and Records (Duty E), 11 percent; and Training (Duty D), five percent. As shown in Table 17, all of the tasks performed by the largest percentages of DAFSC 43191 personnel are supervisory.

The preponderance of supervisory task performance for aircraft maintenance superintendents is further shown in Table 18 which displays those tasks that most clearly differentiate between the 7- and 9-skill level personnel in the Aircraft Maintenance specialty. Table 18 shows that substantial percentages of 7-skill level incumbents perform some technical tasks but very few 9-skill level respondents perform those same tasks. Also, there are supervisory tasks performed by large percentages of 9-skill level personnel which are different from the supervisory tasks accomplished by 7-skill level incumbents.

TABLE 17

TASKS PERFORMED BY THE LARGEST
PERCENTAGES OF DAFSC 43191 PERSONNEL

TASK	PERCENT MEMBERS PERFORMING
B2 ADVISE SUBORDINATES ON RESOLUTION OF PROBLEMS	89
A18 INTERPRET MAINTENANCE POLICIES OR DIRECTIVES FOR SUBORDINATES	85
B4 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	85
A1 ANALYZE REPORTS OR MAINTENANCE PLANS	84
B11 DIRECT SUBORDINATES IN MAINTAINING WORK PERFORMANCE	79
B20 ORIENT NEWLY ASSIGNED PERSONNEL	79
A2 ASSIGN PERSONNEL TO DUTY POSITIONS	78
C14 INSPECT WORK AREAS	77
A26 PLAN OR SCHEDULE LEAVES OR PASSES	76
B26 SUPERVISE AIRCRAFT MAINTENANCE TECHNICIANS (43171)	76
C17 REVIEW AIRCRAFT RECORDS OR MAINTENANCE FORMS	75
A4 COORDINATE WITH MAINTENANCE PERSONNEL OR JOB CONTROL FOR AVAILABILITY OF SPECIALISTS OR EQUIPMENT, TOOLS, OR PARTS	74
A27 PLAN OR SCHEDULE WORK ASSIGNMENTS	74
C11 EVALUATE WORK PERFORMANCE OF MILITARY PERSONNEL	74
C12 INSPECT WORK PERFORMED BY SUBORDINATES	73
A9 DEVELOP OR IMPROVE WORK METHODS AND PROCEDURES	72
B23 PREPARE REPLIES TO INSPECTION REPORTS	72
A6 COORDINATE WORK ACTIVITIES WITH MAINTENANCE SPECIALISTS OR OTHER PERSONNEL OR AGENCIES	69
C2 EDIT OR REVIEW CORRESPONDENCE OR REPORTS	68
B10 DIRECT SUBORDINATES IN MAINTAINING SECURITY STANDARDS OR PROCEDURES	66
B15 DRAFT CORRESPONDENCE OR REPORTS	66

TABLE 18

TWENTY TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 43171X PERSONNEL AND DAFSC 43191 PERSONNEL IN PERCENT MEMBERS PERFORMING

TASK	DAFSC 43171X PERSONNEL	DAFSC 43191 PERSONNEL	DIFFERENCE
G110 SAFETY WIRE AIRCRAFT HARDWARE	47	13	34
G66 REMOVE OR REPLACE AIRCRAFT ACCESS PANELS	46	16	30
H57 SERVICE AIRCRAFT HYDRAULIC SYSTEMS	45	15	30
G63 REMOVE OR REPLACE AIRCRAFT ACCESS DOORS OR HATCHES	44	15	29
G64 REMOVE OR REPLACE AIRCRAFT ACCESS DOOR HARDWARE SUCH AS SCREWS OR RIVETS	42	13	29
1B CLEAN POLISHED SURFACES OF STRUTS	38	10	28
H56 SERVICE AIRCRAFT ENGINE OIL SYSTEMS	42	15	27
M28 REMOVE OR REPLACE AIRCRAFT LIGHT LENSES	35	8	27
M31 REMOVE OR REPLACE AIRCRAFT-MOUNTED LIGHT BULBS	37	10	27
B3 COMPILE INFORMATION FOR REPORTS OR STAFF STUDIES	24	59	-35
C5 EVALUATE SUGGESTIONS	21	57	-36
E29 INITIATE OR REVIEW ROUTING AND REVIEW OF QUALITY CONTROL REPORTS FORMS (AF FORM 2419)	27	65	-38
A26 PLAN OR SCHEDULE LEAVES OR PASSES	37	76	-39
B23 PREPARE REPLIES TO INSPECTION REPORTS	33	72	-39
B26 SUPERVISE AIRCRAFT MAINTENANCE TECHNICIANS (43171)	36	76	-40
A15 ESTABLISH REQUIREMENT FOR SECTION DIRECTIVES, OFFICE INSTRUCTIONS, OR STANDING OPERATING PROCEDURES	16	57	-41
B15 DRAFT CORRESPONDENCE OR REPORTS	25	66	-41
C2 EDIT OR REVIEW CORRESPONDENCE OR REPORTS	26	78	-42
A1 ANALYZE REPORTS OR MAINTENANCE PLANS	37	83	-46

COMPARISONS OF TASK PERFORMANCE DATA ACROSS SHREDOUTS

An important question in the Aircraft Maintenance specialty is: How similar are the tasks performed by incumbents with different shredouts? In this section similarities and differences in tasks performed by 5-skill level personnel in each of the four shredouts will be discussed.

In most Air Force specialities including Aircraft Maintenance 5-skill level job incumbents perform the largest number of technical tasks. For that reason comparisons and contrasts in this section will be made among all DAFSC 43151X personnel together, as well as subsets defined by the A, C, E, or F shredouts.

With respect to tasks performed by substantial percentages of 5-skill level Aircraft Maintenance personnel regardless of shredout, occupational survey data show 72 tasks performed by 50 percent or more. Most of these tasks are from one of the four following duties: Performing General Aircraft Maintenance (Duty G); Performing Ground Handling of Aircraft (Duty H); Maintaining Landing Gear Systems, (Duty I) or Maintaining Forms and Records, (Duty E). Table 19 lists the twenty five tasks performed by the greatest percentages of DAFSC 43151X personnel.

As the list in Table 19 shows there is definitely a core of commonly performed tasks independent of shredout among 5-skill level incumbents. These are general aircraft maintenance tasks with applicability to a wide variety of aircraft. That is not to say there are no differences in how any given tasks are performed on various aircraft. Rather these are tasks performed by large percentages of 5-skill level aircraft maintenance personnel, the exact performance of which is determined by type of aircraft, the maintenance environment and command procedures.

Accepting that there are many similarities in task performance among 5-skill level incumbents with the four shredouts, there must obviously be some dissimilarities. To identify variations all 5-skill level members of one shredout were compared with all 5-skill level members of the other three shredouts. For example, Table 20 compares DAFSC 43151A survey respondents with DAFSC 43151C/E/F survey respondents. As would be expected most of the tasks which differentiate A shred 5-skill level personnel from non-A shred 5-skill level personnel deal with Maintaining Reciprocating Engines (Duty R).

Interestingly though, time spent figures on those tasks performed by 25 percent more of the DAFSC 43151A incumbents compared with the time spent on the same tasks by non-A shred 5-skill level personnel are 3.41 percent vs .67 percent, respectively.

As the tasks in Table 20 show, larger percentages of C-shred 5-skill level respondents are performing tasks related to landing gear arresting hooks, tail hooks, ejection systems, and afterburners. These tasks relate to high performance aircraft such as the F-4 and F-15. However, again using the time spent on differentiating tasks comparison the differences are not very large. That is, those tasks performed by at least 25 percent more of the C shred 5-skill level personnel account for 9.30 percent of their duty time. The same tasks take up 2.85 percent of the duty time of DAFSC 43151A/E/F survey respondents.

For E-shred 5-skill level incumbents the tasks which are performed by at least 25 percent or more of them compared to non-E shred 5-skill level personnel required only 1.1 percent of their time. The same tasks take up only .27 percent of the time of 5-skill level respondents with an A, C, or F shredout. The differentiating tasks as listed in Table 21 deal mostly with aircraft relief facilities, crewmember seats and seat belts and explosive cartridges (starters).

When comparing DAFSC 43151F personnel with DAFSC 43151A/C/E personnel, the differentiating tasks deal mostly with working on troop seats, crewmembers seats or life rafts. The tasks performed by at least 25 percent of the F-shred 5-skill level personnel take up 10.04 percent of their duty time versus 3.43 percent of the time of non-F shred 5-skill level incumbents.

Overall, the similarities in task performance across shredouts are considerably greater than the differences.

TABLE 19

THE TWENTY-FIVE TASKS PERFORMED BY THE LARGEST PERCENTAGES
OF DAFSC 43151X PERSONNEL

TASK	PERCENT DAFSC 43151X PERSONNEL PERFORMING
H40 OPERATE MAINTENANCE STANDS	76
H16 GROUND AIRCRAFT	75
G25 INSPECT AIRCRAFT PANELS	74
H35 OPERATE AGE PORTABLE LIGHTING EQUIPMENT	73
H45 POSITION OR REMOVE AIRCRAFT CHOCKS	73
G66 REMOVE OR REPLACE AIRCRAFT ACCESS PANELS	72
H44 POSITION AGE TO AIRCRAFT	72
H67 WALK WINGS OR TAILS DURING AIRCRAFT TOWING OPERATIONS	72
F17 SIGN FOR PARTS	71
G26 INSPECT AIRCRAFT WINDOWS OR WINDSHIELDS	71
G110 SAFETY WIRE AIRCRAFT HARDWARE	71
G22 INSPECT AIRCRAFT ACCESS DOORS OR HATCHES	68
H57 SERVICE AIRCRAFT HYDRAULIC SYSTEMS	68
H29 OPERATE AGE AIR COMPRESSORS	67
G23 INSPECT AIRCRAFT ACCESS DOOR SEALS	66
H24 MARSHAL AIRCRAFT	66
I23 INSPECT STRUTS	66
G27 INSPECT AIRFRAME FOR STRUCTURAL DAMAGE	64
G63 REMOVE OR REPLACE AIRCRAFT ACCESS DOORS OR HATCHES	64
G64 REMOVE OR REPLACE AIRCRAFT ACCESS DOOR HARDWARE SUCH AS SCREWS OR RIVETS	64
H21 LAUNCH OR RECOVER AIRCRAFT	64
H56 SERVICE AIRCRAFT ENGINE OIL SYSTEMS	64
I8 CLEAN POLISHED SURFACES OF STRUTS	64
E39 PREPARE MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	52
G21 INSPECT AIRCRAFT ACCESS DOOR HARDWARE	62

TABLE 2D

TASK PERFORMANCE DIFFERENCES BETWEEN DAFSC 43151A PERSONNEL AND
DAFSC 43151C/E/F PERSONNEL IN PERCENT MEMBERS PERFORMING

TASK	DAFSC 43151A PERSONNEL	DAFSC 43151C/E/F PERSONNEL	DIFFERENCE
R12 REMOVE OR REPLACE CARBURETORS	40	1	39
Q35 INSPECT PROPELLERS	40	6	34
R7 INSPECT RECIPROCATING ENGINE EXHAUST MANIFOLDS	35	1	34
R1 ADJUST RECIPROCATING ENGINE COWL FLAPS	33	1	32
H14 FUEL AIRCRAFT USING OVER-WING REFUELING METHODS	67	35	32
M34 SERVICE AIRCRAFT BATTERIES	40	9	31
R2 INSPECT RECIPROCATING ENGINE ACCESSORY CASES	32	1	31
K23 INSPECT STATIC DISCHARGERS	51	22	29
M9 INSPECT AIRCRAFT LEAD-ACID BATTERIES	43	14	29
R9 INSPECT RECIPROCATING ENGINE MAGNETOS	30	1	29
R5 INSPECT RECIPROCATING ENGINE CYLINDER FINS	29	1	28
R6 INSPECT RECIPROCATING ENGINE CYLINDER HEADS	27	1	26
R11 INSPECT RECIPROCATING ENGINE PROPELLER GOVERNOR REGULATORS	27	1	26
H7 DIRECT JACKING OF AIRCRAFT	62	37	25
R8 INSPECT RECIPROCATING ENGINE IGNITION HARNESSSES	26	1	25

TABLE 21

TASK PERFORMANCE DIFFERENCES BETWEEN DAFSC 43151C PERSONNEL AND
DAFSC 43151A/E/F PERSONNEL IN PERCENT MEMBERS PERFORMING

TASK	DAFSC 43151C PERSONNEL	DAFSC 43151A/E/F PERSONNEL	DIFFERENCE
G4B OPERATIONALLY CHECK CANOPY SYSTEMS	54	4	50
G123 VISUALLY INSPECT EJECTION SEAT SAFETY PINS	62	16	46
H7 DIRECT JACKING OF AIRCRAFT	62	18	44
H41 OPERATE TOW VEHICLES	60	16	44
H11 FOLD OR UNFOLD AIRCRAFT WINGS	41	3	38
I47 REMOVE OR REPLACE BRAKE ASSEMBLIES	57	19	38
L30 INSPECT TAIL HOOKS	36	1	35
H61 SERVICE AIRCRAFT PNEUMATIC SYSTEMS	57	23	34
I13 INSPECT AIRCRAFT LANDING GEAR ARRESTING HOOKS	41	7	34
I45 REMOVE OR REPLACE AIRCRAFT TIRE OR WHEEL ASSEMBLIES	59	25	34
QB INSPECT AFTERBURNER AREAS	57	23	34
G124 VISUALLY INSPECT EJECTION SYSTEMS	44	11	33
H50 REMOVE OR INSTALL EXTERNAL FUEL TANKS	42	9	33
I60 SERVICE AIRCRAFT LANDING GEAR ARRESTING HOOKS	35	3	32
I29 OPERATIONALLY CHECK AIRCRAFT ARRESTING GEAR SYSTEMS	35	3	32

TABLE 22

TASK PERFORMANCE DIFFERENCES BETWEEN DAFSC 43151E PERSONNEL AND
DAFSC 43151A/C/F PERSONNEL IN PERCENT MEMBERS PERFORMING

TASK	DAFSC 43151E PERSONNEL	DAFSC 43151A/C/F PERSONNEL	DIFFERENCE
Q64 REMOVE OR REPLACE ENGINE NOSE DOMES	39	3	36
G126 VISUALLY INSPECT FIRST-AID KITS FOR AVAILABILITY	52	24	28
I62 SERVICE AIRCRAFT LEVELING CYLINDERS WITH AIR	33	7	26
Q59 REMOVE OR REPLACE ENGINE COWLINGS	42	16	26
G39 LOAD OR UNLOAD AIRCRAFT EXPLOSIVE CARTRIDGES	29	5	24
E37 PREPARE DANGER TAG FORMS (AF FORM 1492)	46	23	23
N43 SERVICE AIRCRAFT DISTILLED WATER SYSTEMS	27	4	23
G35 INSPECT RELIEF FACILITIES	46	25	21
G75 REMOVE OR REPLACE CREWMEMBER SEATS	44	23	21
G94 REMOVE OR REPLACE RELIEF FACILITIES OR COMPONENTS	34	13	21
Q4 CLEAN CARTRIDGE-TYPE STARTERS	34	13	21
G33 INSPECT LIFE RAFT STOWAGE	36	16	20
G73 REMOVE OR REPLACE CREWMEMBERS SEATBELTS	42	22	20
G94 REMOVE OR REPLACE RELIEF FACILITIES OR COMPONENTS	38	18	20
H13 FUEL AIRCRAFT USING HYDRANT REFUELING METHODS	38	18	20

TABLE 23

TASK PERFORMANCE DIFFERENCES BETWEEN DAFSC 43151F PERSONNEL AND
DAFSC 43151A/C/E PERSONNEL IN PERCENT MEMBERS PERFORMING

TASK	DAFSC 43151F PERSONNEL	DAFSC 43151A/C/E PERSONNEL	DIFFERENCE
G49 OPERATIONALLY CHECK CARGO RAMP SYSTEMS	69	12	57
G38 INSTALL OR REMOVE LIFE RAFTS	60	12	48
J24 OPERATIONALLY CHECK ATM	48	5	43
G108 RIG LIFE RAFT RELEASE SYSTEMS	46	4	42
G97 REMOVE OR REPLACE TROOPSEATS	60	19	41
M35 SERVICE AIRCRAFT BATTERY SUMP JARS	54	13	41
Q35 INSPECT PROPELLERS	43	2	41
G103 REMOVE OR REPLACE WING LEADING EDGES	63	23	40
M20 OPERATIONALLY CHECK AIRCRAFT INVERTERS	49	9	40
G98 REMOVE OR REPLACE TROOPSEAT HARWARE SUCH AS SCREWS OR RIVETS	55	16	39
G33 INSPECT LIFE RAFT STOWAGE	60	22	38
G99 REMOVE OR REPLACE TROOPSEAT SEATBELTS	54	16	38
G75 REMOVE OR REPLACE CREWMEMBER SEATS	65	29	36
G76 REMOVE OR REPLACE CREWMEMBERS SEAT LOCKING MECHANISMS	56	20	36
J27 INSPECT AIRFRAME FOR STRUCTURAL DAMAGE	50	14	36

ANALYSIS OF ACTIVE FEDERAL MILITARY SERVICE (AFMS) GROUPS

This section of the report contains a general look at how the jobs of Aircraft Maintenance personnel change as the amount of time on active duty increases. Survey respondents are grouped by number of months of Active Federal Military Service (AFMS) regardless of skill level, shredout, background variables or specific task performance data. Table 24 summarizes how duty time is spent by job incumbents with different amounts of time on active duty.

The data shown in Table 24 are quite similar to the findings for personnel grouped by skill level. In general, as time on active duty increases, the amount of time spent on tasks related to Organizing and Planning (Duty A), Directing and Implementing (Duty B), Inspecting and Evaluating (Duty C), Training (Duty D), and Maintaining Forms and Records (Duty E) increases. Contemporaneously, less time is spent on technical tasks from the remaining job inventory duties.

Overall, the pattern of time spent for DAFSC 431X1A/C/E/F personnel with varying amounts of time on active duty is very similar to the patterns of most Air Force specialities.

TABLE 24

PERCENT TIME SPENT ON JOB INVENTORY DUTIES FOR AFS 431X1A/C/E/F PERSONNEL
 GROUPEO BY AMOUNT OF ACTIVE FEDERAL MILITARY SERVICE (AFMS)

DUTY	MONTHS ACTIVE FEDERAL MILITARY SERVICE (AFMS)				
	1-48 (N=2440)	49-96 (N=1089)	97-144 (N=796)	145-240 (N=1040)	240+ (N=404)
A ORGANIZING AND PLANNING	2	7	11	15	22
B DIRECTING AND IMPLEMENTING	2	6	9	14	21
C INSPECTING AND EVALUATING	2	3	5	8	13
D TRAINING	1	2	4	4	5
E MAINTAINING FORMS AND RECORDS	6	8	9	10	11
F PERFORMING SUPPLY FUNCTIONS	4	5	5	5	4
G PERFORMING GENERAL AIRCRAFT MAINTENANCE	21	16	13	10	6
H PERFORMING GROUND HANDLING OF AIRCRAFT	19	14	11	9	4
I MAINTAINING LANDING GEAR SYSTEMS	10	9	7	5	3
J MAINTAINING UTILITY SYSTEMS	3	3	2	2	1
K MAINTAINING FLIGHT CONTROL SYSTEMS	5	4	3	3	1
L MAINTAINING PNEUDRAULIC SYSTEMS	5	4	4	3	2
M MAINTAINING ELECTRICAL SYSTEMS	6	5	4	3	1
N MAINTAINING FUEL SYSTEMS	4	4	3	2	1
O MAINTAINING NONPOWERED AEROSPACE GROUND EQUIPMENT (AGE)	4	4	2	2	1
P MAINTAINING 780 EQUIPMENT	1	1	1	1	1
Q PERFORMING GENERAL ENGINE MAINTENANCE	5	4	4	3	2
R MAINTAINING RECIPROCATING ENGINES	*	*	*	*	*
S MAINTAINING TURBO-PROPELLER ENGINES	*	*	*	*	*
T MAINTAINING TURBO-JET ENGINES	*	*	*	*	*
U MAINTAINING TOW TARGETS	*	*	*	*	*
V MAINTAINING AERIAL DELIVERY SYSTEMS	*	*	*	*	*
W MAINTAINING INFLIGHT REFUELING (IFR) SYSTEMS	1	*	*	*	*

* LESS THAN ONE PERCENT

COMPARISONS OF TASK PERFORMANCE DATA FOR CONUS AND OVERSEAS PERSONNEL

In this section task performance data for 5-skill level job incumbents stationed in CONUS and those stationed overseas were compared within shredouts. The purpose of these comparisons is to identify any important variations in task performance within this specialty which are dependent on location (CONUS vs overseas). A cutoff of 25 percent has been used throughout this section; that is, the only tasks discussed are those for which the difference in percent members performing between CONUS and overseas 5-skill level personnel is at least 25 percent. Tasks preceded by a minus (-) sign are performed by larger percentages of overseas personnel.

Overall, few differences were found other than for A shred job incumbents. The comparison for DAFSC 43151A personnel showed thirty-two tasks with differences of 25 percent or more members performing. As shown in Table 25, there are 11 tasks done by at least 25 percent or more of the CONUS DAFSC 43151A survey respondents and 21 tasks done by at least 25 percent more of the overseas DAFSC 43151A survey respondents. A close look at the tasks performed by larger percentages of overseas A shred respondents (See Table 25) reveals tasks which are characteristic of transient alert functions. The obvious possibility is that A shred personnel are more apt to be assigned to transient alert positions overseas. There is no clear pattern in the tasks performed by larger percentages of CONUS DAFSC 43151A personnel.

Tables 26 and 27 depict the CONUS vs overseas comparisons for 5-skill level job incumbents with a C or E shredout. Each of the tables has only three tasks. There is no table for DAFSC 43151F personnel, as there is only one task, Moor Aircraft By Tying Down, Task H27, for which the difference in percent members performing is at least 25 percent. Fifty-eight percent of the 5-skill level F shred personnel CONUS perform that task compared with 33 percent of the overseas 5-skill level F shred personnel.

In summary, the differences in task performance among CONUS and overseas DAFSC 43151 personnel in the four shredout group appear to be minimal and seem to have little impact on the field.

TABLE 25

TASKS WHICH BEST DIFFERENTIATE BETWEEN CONUS AND OVERSEAS
DAFSC 43151A PERSONNEL USING PERCENT MEMBERS PERFORMING DATA

TASK	DAFSC 43151A PERSONNEL CONUS	DAFSC 43151A PERSONNEL OVERSEAS	DIFFERENCE
N4 DEFUEL AIRCRAFT USING SINGLE-POINT METHODS	12	59	-47
H58 SERVICE AIRCRAFT OXYGEN SYSTEMS WITH GASEOUS OXYGEN	24	64	-40
H29 OPERATING AGE AIR COMPRESSORS	54	91	-37
H32 OPERATE AGE GROUND HEATERS	37	73	-36
O32 SERVICE MAINTENANCE STANDS	10	45	-35
H19 INTERPRET NORTH ATLANTIC TREATY ORGANIZATION (NATO) AIRCRAFT MARKINGS	12	45	-33
H51 REMOVE SNOW OR ICE FROM AIRCRAFT BY USING AGE	15	45	-30
H9 DRAIN AIRCRAFT FUEL SERVICE SYSTEMS	44	73	-29
H2 BLEED AIRCRAFT PNEUMATIC SYSTEMS	22	50	-28
H15 FUEL AIRCRAFT USING SINGLE-POINT REFUELING METHODS	22	50	-28
H54 SELECT FUEL, OIL, OR LUBRICANT FOR AIRCRAFT SERVICING	54	82	-28
G55 PERFORM MAINTENANCE DEBRIEFINGS OF CREWMEMBERS	32	59	-27
B20 ORIENT NEWLY ASSIGNED PERSONNEL	29	55	-26
E39 PREPARE MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	56	82	-26
H5 BRIEF TOW TEAM MEMBERS	51	77	-26
H59 SERVICE AIRCRAFT OXYGEN SYSTEMS WITH LIQUID OXYGEN	15	41	-26
O12 OPERATIONALLY CHECK GASEOUS OXYGEN CARTS	24	50	-26
C14 INSPECT WORK AREAS	24	45	-25
C17 REVIEW AIRCRAFT RECORDS OR MAINTENANCE FORMS	39	64	-25
H40 OPERATE MAINTENANCE STANDS	61	86	-25
H45 POSITION OR REMOVE AIRCRAFT CHOCKS	61	86	-25

TABLE 25
(CONTINUED)

TASKS WHICH BEST DIFFERENTIATE BETWEEN CONUS AND OVERSEAS
DAFSC 43151A PERSONNEL USING PERCENT MEMBERS PERFORMING DATA

TASK	DAFSC 43151A PERSONNEL CONUS	DAFSC 43151A PERSONNEL OVERSEAS	DIFFERENCE
G104 REMOVE OR REPLACE WINGS OR WING TIPS	39	14	25
I32 OPERATIONALLY CHECK AIRCRAFT LANDING GEARS	49	23	26
L6 INSPECT EMERGENCY OR NORMAL FLAP EXTENSIONS	39	14	25
K40 REMOVE OR REPLACE AILERONS, RUDDERS, OR ELEVATORS	32	5	27
Q43 OPERATIONALLY CHECK ENGINE THROTTLE SYSTEMS	41	14	27
R2 INSPECT RECIPROCATING ENGINE ACCESSORY CASES	41	14	27
M16 OPERATIONALLY CHECK AIRCRAFT GENERATOR SYSTEMS	37	9	28
M23 OPERATIONALLY CHECK MICROSWITCHES	37	9	28
M22 OPERATIONALLY CHECK ENGINE-DRIVEN GENERATORS OR ALTERNATORS	34	5	29
M9 INSPECT AIRCRAFT LEAD-ACID BATTERIES	54	23	31
B22 PREPARE MAINTENANCE PREPLAN FORMS (AF FORM 2406)	41	9	32

TABLE 26

TASKS WHICH BEST DIFFERENTIATE BETWEEN CONUS AND OVERSEAS
DAFSC 43151C PERSONNEL USING PERCENT MEMBERS PERFORMING DATA

TASK	DAFSC 43151C PERSONNEL CONUS	DAFSC 43151C PERSONNEL OVERSEAS	DIFFERENCE
H11 FOLD OR UNFOLD AIRCRAFT WINGS	35	65	-30
G31 INSPECT DRAGCHUTE SYSTEMS	31	56	-25
Q31 INSPECT OR CLEAN CARTRIDGE TYPE STARTER BREECH CAPS	16	41	-25

THERE ARE NO TASKS PERFORMED BY AT LEAST 25 PERCENT MORE OF THE CONUS
DAFSC 43151C PERSONNEL THAN THE OVERSEAS DAFSC 43151C PERSONNEL

TABLE 27

TASKS WHICH BEST DIFFERENTIATE BETWEEN CONUS AND OVERSEAS DAFSC 43151E
PERSONNEL USING PERCENT MEMBER PERFORMING DATA

TASK	DAFSC 43151E PERSONNEL CONUS	DAFSC 43151E PERSONNEL OVERSEAS	DIFFERENCE
H41 OPERATE TOW VEHICLES	8	44	-36
G55 PERFORM MAINTENANCE DEBRIEFINGS OF CREWMEMBERS	22	52	-30
H6 DIRECT FUELING OR DEFUELING OF AIRCRAFT	37	64	-27

THERE ARE NO TASKS PERFORMED BY AT LEAST 25 PERCENT MORE OF THE CONUS
DAFSC 43151E PERSONNEL THAN THE OVERSEAS DAFSC 43151E PERSONNEL

MALE AND FEMALE JOB GROUP ASSIGNMENT COMPARISONS

Due to the limited number of female personnel in the survey sample for this specialty, direct comparisons of male and female job incumbents by skill level and shredout groupings would be statistically unreliable. For example, a computerized task performance comparison for DAFSC 43151F survey respondents matches 268 males with only 14 females. Such uneven group sizes can result in faulty conclusions.

On the other hand, some important trends did show up in terms of positions to which female DAFSC 431X1X job incumbents are assigned. There were job groups identified in the Career Ladder Structure Section of this report in which the percentages of female aircraft maintenance personnel are either much higher or much lower than overall percentages in the specialty, controlling for average time on active duty for group members. Table 28 shows those job groups in which the percentages of women is disproportionately high.

The opposite end of the question of distribution of males and females within the Aircraft Maintenance specialty is whether or not there are jobs from which women are systematically excluded. The data do not show any such exclusion. While some job groups have no females, the relative percentage of females in the specialty with the same average amount of time on activity duty as members of these groups is so low as to make zero percent within the acceptable limits of variance. This is particularly true among supervisors and quality control personnel for whom the average number of months AFMS exceeds 125. Females constitute only .3 percent of aircraft maintenance personnel with that amount of active duty.

TABLE 28

PERCENTAGES OF MALE AND FEMALE DAFSC 431X1A PERSONNEL IN SELECTED JOB GROUPS

GROUP IDENTIFICATION NUMBER	TITLE	MALES	FEMALES	NO RESPONSE
GRP031	TECHNICAL ORDER (TO) SPECIALISTS	78	20	2
GRP132	COORDINATORS, EXPEDITORS, AND SCHEDULERS	74	18	8
GRP177	TOOL CRIB AND BENCH STOCK PERSONNEL	78	15	7
GRP055	DOCUMENTATION AND DEBRIEFING SPECIALISTS	83	13	4
SRP690	ISOCHRONAL INSPECTION SPECIALISTS	82	13	5
SPC001	ALL DAFSC 431X1X PERSONNEL	91	4	5

TASK DIFFICULTY

From a listing of airmen identified for the aircraft maintenance occupational survey, incumbents with a 7- or 9-skill level from various commands and locations were selected for rating task difficulty. Tasks were rated on a nine-point scale from very-much-below average to very-much-above average difficulty, with difficulty defined as the length of time required by an average incumbent to learn to do the task. Interrater agreement among the 72 raters, was .97. Ratings were adjusted so that tasks of average difficulty have ratings of 5.00.

Samples of task difficulty data are listed in Tables 29 and 30. These tables show the twenty tasks at the high and low ends of the task difficulty range which were performed by at least 25 percent of the survey sample. These tables list only a fraction of the tasks performed but do show a typical trend; namely, more supervisory tasks are rated in the high difficulty range and commonly performed technical tasks are rated in the low difficulty range. Complete listings of task difficulty indexes are available in both descending order from most to least difficult and in the task order found in the AFS 431X1A/C/E/F job inventory booklets.

TABLE 29

THE TWENTY MOST DIFFICULT TASKS PERFORMED
BY AT LEAST 25 PERCENT OF OAFSC 431X1A/C/E/F SURVEY RESPONDENTS

TASK	PERCENT MEMBERS PERFORMING	TASK DIFFICULTY INDEX
A9 DEVELOP OR IMPROVE WORK METHODS AND PROCEDURES	29	7.05
A22 PLAN MAINTENANCE OR INSPECTIONS OF AIRCRAFT	25	6.62
B27 SUPERVISE APPRENTICE AIRCRAFT MAINTENANCE SPECIALISTS (43131)	38	6.38
B4 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	32	6.30
B18 INTERPRET MAINTENANCE PROCEDURES ON REPAIR OF AIRCRAFT OR RELATED EQUIPMENT	26	6.24
D4 CONDUCT ON-THE-JOB TRAINING (OJT)	38	6.24
G116 VISUALLY INSPECT ALIGNMENT OF AIRCRAFT STRUCTURES	27	6.20
A1 ANALYZE REPORTS OR MAINTENANCE PLANS	25	6.14
C11 EVALUATE WORK PERFORMANCE OF MILITARY PERSONNEL	27	6.02
A18 INTERPRET MAINTENANCE POLICIES OR DIRECTIVES FOR SUBORDINATES	31	5.85
G20 IDENTIFY TYPES OF CORROSION	38	5.82
I32 OPERATIONALLY CHECK AIRCRAFT LANDING GEARS	30	5.80
A6 COORDINATE WORK ACTIVITIES WITH MAINTENANCE SPECIALISTS OR OTHER PERSONNEL OR AGENCIES	42	5.78
B11 DIRECT SUBORDINATES IN MAINTAINING WORK PERFORMANCE	35	5.75
B2 ADVISE SUBORDINATES ON RESOLUTION OF PROBLEMS	37	5.74
H7 DIRECT JACKING OF AIRCRAFT	37	5.73
C12 INSPECT WORK PERFORMED BY SUBORDINATES	45	5.70
H20 JACK AIRCRAFT	52	5.68
B25 SUPERVISE AIRCRAFT MAINTENANCE SPECIALISTS (43151)	36	5.64
H21 LAUNCH OR RECOVER AIRCRAFT	54	5.58

TABLE 30

THE TWENTY LEAST DIFFICULT TASKS
PERFORMED BY AT LEAST 25 PERCENT OF DAFSC 431X1A/C/E/F SURVEY RESPONDENTS

TASK	PERCENT MEMBERS PERFORMING	TASK DIFFICULTY INDEX
G11 CLEAN EXTERNAL SURFACES OF AIRCRAFT OTHER THAN TRANSPARENT SURFACES	39	3.04
F8 ISSUE OR RECEIVE TOOLS	36	2.99
H40 CLEAN INTERIOR OF AIRCRAFT SUCH AS CREW COMPARTMENTS OR CARGO COMPARTMENTS	66	2.91
M30 REMOVE OR REPLACE AIRCRAFT-MOUNTED FUSES	26	2.91
G12 OPERATE MAINTENANCE STANDS	44	2.88
G127 VISUALLY INSPECT SURVIVAL KITS FOR AVAILABILITY	25	2.83
G16 DRAIN WATER FROM PITOT STATIC SYSTEMS	27	2.79
G126 VISUALLY INSPECT FIRST AID KITS FOR AVAILABILITY	32	2.78
G13 CLEAN TRANSPARENT SURFACES SUCH AS WINDSHIELDS	49	2.66
M28 REMOVE OR REPLACE AIRCRAFT LIGHT LENSES	45	2.66
H67 WALK WINGS OR TAILS DURING AIRCRAFT TOWING OPERATIONS	61	2.58
M31 REMOVE OR REPLACE AIRCRAFT-MOUNTED LIGHT BULBS	47	2.43
G17 ENERGIZE OR DEENERGIZE CIRCUIT BREAKERS	41	2.37
H65 STAND FIRE GUARD	51	2.37
H16 GROUND AIRCRAFT	65	2.34
I8 CLEAN POLISHED SURFACES OF STRUTS	52	2.32
F17 SIGN FOR PARTS	67	2.29
H45 POSITION OR REMOVE AIRCRAFT CHOCKS	62	1.94
O36 TOW NONPOWERED AGE	28	1.93
G90 REMOVE OR REPLACE PROTECTIVE COVERINGS SUCH AS PITOT TUBE COVERINGS	46	1.77

BACKGROUND INFORMATION SUMMARY

In the background section of the job inventory used to collect data for this survey, there are a number of questions which ask respondents how they feel about their job, the utilization of their talents and training and what their plans are concerning reenlistment. Looking at this information gives a good perspective on the feelings members of the specialty have about the work they do.

Table 31 summarizes selected background data on first enlistment job incumbents in AFS 431X1X and the combined responses of a sample of first term personnel in other specialties surveyed during 1976. Overall, job interest among first enlistment Aircraft Maintenance personnel is slightly lower than for the 1976 combined first enlistment group with 61 percent and 65 percent, respectively, finding their job interesting. Among all AFS 431X1X survey respondents with 1-48 months AFMS, those with the A shredout are slightly lower in positive perceptions; 58 percent indicate finding their job interesting. Another consideration for first term A-shred personnel is that nine percent more than the average for first enlistment survey respondents in this specialty report finding their job dull.

As with job interest, positive perceptions of the utilization of talents among first enlistment Aircraft Maintenance personnel is slightly lower than found among the 1976 first term comparison group; 68 percent vs 71 percent feel their talents are being utilized at least fairly well. A shredout job incumbents with 1-48 months AFMS have the lowest perceptions of the utilization of their talents of any first enlistment shredout group. Sixty-three percent of the A shredout group indicate feeling their talents are being utilized at least fairly well compared to 68 percent for all first term Aircraft Maintenance survey respondents.

Utilization of training responses show the same trends seen in the two previous background information items. Namely, perceptions of the utilization of their training among Aircraft Maintenance survey respondents with 1-48 months AFMS are lower than for members of the combined sample of first enlistment personnel surveyed in 1976. More specifically, 73 percent of the first term AFS 431X1X job incumbents and 79 percent of the comparison group reported feeling their training is used fairly well or better. Once again within the total sample of first term Aircraft Maintenance personnel, A shredout incumbents had the least favorable perceptions of the utilization of their training with only 63 percent in the fairly well or better categories.

Relative to reenlistment intentions, first term AFS 431X1X job incumbents have the same amount, 43 percent, indicating they will definitely or probably reenlist as the 1976 first term comparison group. Variations in reenlistment intentions across shreddouts among aircraft maintenance personnel with 1-48 months AFMS are minimal.

As show in Table 32 the response patterns to the background items on job interest, utilization of talents, utilization of training and reelistment intentions among career (49-240+ months AFMS) Aircraft Maintenance survey respondents are generally a continuation of the trends seen for first enlistment job incumbents in this specialty with an important exception. Namely, when all DAFSC 431X1X personnel in their second or later enlistment are compared to a combined group of career (49-240+ months AFMS) job incumbents in other specialties surveyed during 1976, Aircraft Maintenance personnel have on the average slightly more positive responses.

However, among A shredout job incumbents with 49-240+ months AFMS in AFS 431X1X, only 64 percent indicate finding their job interesting compared to 81 percent for all career personnel in this specialty.

With respect to perceived utilization of talents, career A shredout personnel are again below average for career members of the specialty. Only 77 percent of the A shredout incumbents with 49-240+ months AFMS compared to 87 percent of all AFS 431X1X incumbents with the same amount of time on active duty report feeling their talents are used at least fairly well.

Perceptions of the utilization of their training among career A shredout survey respondents are low in comparison to the total group of AFS 431X1X career personnel. Where 84 percent of the whole group of the career Aircraft Maintenance job incumbents report their training is being utilized fairly well or better, only 70 percent of the A shredout incumbents with 49-240+ months AFMS report feeling their talents are being utilized fairly well or better.

Overall, expressed reenlistment intentions for all career AFS 431X1X personnel, including A shredout incumbents, are slightly higher than found among the comparison group of career respondents surveyed during 1976.

TABLE 31

DATA ON JOB INTEREST, UTILIZATION OF TALENTS, UTILIZATION OF TRAINING AND REENLISTMENT INTENTIONS
IN PERCENT RESPONDING FOR FIRST ENLISTMENT AFS 431X1X PERSONNEL

	DAFSC 431X1A PERSONNEL 1-48 MONTHS AFMS	DAFSC 431X1C PERSONNEL 1-48 MONTHS AFMS	DAFSC 431X1E PERSONNEL 1-48 MONTHS AFMS	DAFSC 431X1F PERSONNEL 1-48 MONTHS AFMS	ALL DAFSC 431X1A/C/E/F PERSONNEL 1-48 MONTHS AFMS	COMBINED DATA FOR FIRST ENLISTMENT PERSONNEL IN SURVEYS CONDUCTED DURING 1976
<u>I FIND MY JOB:</u>						
DULL	25	16	15	17	16	17
SO-SO	17	23	24	22	23	18
INTERESTING	58	61	61	61	61	65
<u>MY JOB UTILIZES MY TALENTS:</u>						
VERY LITTLE OR NOT AT ALL	37	31	33	34	32	29
FAIRLY WELL OR BETTER	63	69	67	66	68	71
<u>MY JOB UTILIZES MY TRAINING:</u>						
VERY LITTLE OR NOT AT ALL	37	24	30	27	27	21
FAIRLY WELL OR BETTER	63	76	70	73	73	79
<u>I PLAN TO REENLIST:</u>						
YES OR PROBABLY YES	42	41	45	41	43	43

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TABLE 32

DATA ON JOB INTEREST, UTILIZATION OF TALENTS, UTILIZATION OF TRAINING AND
REENLISTMENT INTENTIONS IN PERCENT RESPONDING FOR AFS 431X1 PERSONNEL WITH 49-240+ MONTHS AFMS

	DAFSC 431X1A PERSONNEL WITH 49-240+ MONTHS AFMS	DAFSC 431X1C PERSONNEL WITH 49-240+ MONTHS AFMS	DAFSC 431X1E PERSONNEL WITH 49-240+ MONTHS AFMS	DAFSC 431X1F PERSONNEL WITH 49-240+ MONTHS AFMS	ALL AFS 431X1 PERSONNEL WITH 49-240+ MONTHS AFMS	COMBINED DATA FOR PERSONNEL WITH 49-240+ MONTHS AFMS IN SURVEYS CONDUCTED DURING 1976
<u>I FIND MY JOB:</u>						
DULL	19	7	9	9	8	9
SO-SO	17	12	11	15	11	11
INTERESTING	64	81	80	76	81	80
<u>MY JOB UTILIZES MY TALENTS:</u>						
VERY LITTLE OR NOT AT ALL	23	14	13	16	13	15
FAIRLY WELL OR BETTER	77	86	87	84	87	85
<u>MY JOB UTILIZES MY TRAINING:</u>						
VERY LITTLE OR NOT AT ALL	30	15	19	16	16	17
FAIRLY WELL OR BETTER	70	85	81	84	84	83
<u>I PLAN TO REENLIST</u>						
YES OR PROBABLY YES	76	79	76	81	75*	73

* THE REENLISTMENT PERCENTAGE FOR ALL AFS 431X1 PERSONNEL WITH 49-240+ MONTHS AFMS IS LOWER THAN THE FIGURES FOR ANY OF SHREDOUT GROUPS BECAUSE 26 PERCENT ARE ELIGIBLE FOR RETIREMENT

COMPARISON WITH EARLIER STUDY

In February 1969 an occupational survey (AFPT 90-431-210) of the Aircraft Maintenance specialty was published. The major findings of that study and the present one are essentially the same. That is, there is a large core of commonly performed tasks within this specialty which make the present configuration with four shredouts questionable. Data in both studies indicate that a single specialty without shreds would be consistent with task performance data.

COMPARISON OF OCCUPATIONAL SURVEY DATA WITH SPECIALTY TRAINING STANDARDS (STS) 431X1A, 431X1C, 431X1E AND 431X1F

With the aid of personnel from the technical training centers responsible for the Aircraft Maintenance resident training, STS paragraphs and subparagraphs were matched with job inventory tasks. Percent members performing data on tasks and task difficulty information was then compared with STSs. Overall, data show that the STSs for this specialty provide good coverage of the tasks performed by incumbents in the field.

CONCLUSIONS

1. There is a large core of commonly performed tasks, regardless of an incumbents shredout. This is the same finding as in the 1970 occupational survey and suggests that the current structure within the specialty of having four shredouts is questionable.
2. By comparison to others in this specialty A shredout personnel report lower job satisfaction, perceptions of the utilization of their talents, and perceptions of the utilization of their training.
3. There are some jobs within this specialty in which there are a disproportionately large percentage of women. While there is no evidence that women are systematically excluded from specific types of tasks, this is a situation which needs to be monitored closely.

APPENDIX A

I

SPECIALIZED MAINTENANCE

GROUP ID NUMBER AND TITLE: GRP042, NONPOWERED AEROSPACE GROUND
EQUIPMENT (AGE) SPECIALISTS

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: SAC 39 MAC 310 TAC 24 OTHER 6

LOCATION: CONUS 88 OVERSEAS 12

SHREDDOUT DISTRIBUTION: A (4); C (26); E (62); F (9)

SKILL LEVEL DISTRIBUTION: 3 LEVEL (19); 5 LEVEL (82)

MALE/FEMALE DISTRIBUTION: MALES 90 FEMALES 4 NO RESPONSE 6

AVERAGE GRADE: 3.4

AMOUNT OF SUPERVISION: 12 PERCENT SUPERVISE WITH AN AVERAGE OF THREE
SUBORDINATES

EXPRESSED JOB INTEREST: 41 PERCENT FAIRLY TO VERY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 49 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 26 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 63 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 24

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
D MAINTAINING NONPOWERED AGE	65
L MAINTAINING FORMS AND RECORDS	9
F PERFORMING SUPPLY FUNCTIONS	7
C EVALUATING AND INSPECTING	5

FIVE REPRESENTATIVE TASKS:

TASK	PERCENT MEMBERS PERFORMING
021 PAINT NONPOWERED AGE	77
036 TOW NONPOWERED AGE	76
024 PERFORM PERIODIC INSPECTIONS OF NONPOWERED AGE	76
027 REMOVE OR REPLACE NONPOWERED AGE GAUGES OR HARDWARE	69
032 SERVICE MAINTENANCE STANDS	68

GROUP ID NUMBER AND TITLE: GRP081, WHEEL AND TIRE SHOP SPECIALISTS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: MAC 52% SAC 25% TAC 13% OTHER 10%

LOCATION: CONUS 96% OVERSEAS 4%

SHREDDUT DISTRIBUTION: A (4%); C (21%); E (71%); F (4%)

SKILL LEVEL DISTRIBUTION: 3 LEVEL (6%); 5 LEVEL (88%); 7 LEVEL (6%)

MALE/FEMALE DISTRIBUTION: MALES 98% FEMALES 0% NO RESPONSE 2%

AVERAGE GRADE: 3.9

AMOUNT OF SUPERVISION: 15 PERCENT SUPERVISE WITH AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: 50 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 54 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 42 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 41 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 31

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
I MAINTAINING LANDING GEAR SYSTEMS	48
F PERFORMING SUPPLY FUNCTIONS	11
H PERFORMING GROUND HANDLING OF AIRCRAFT	9
E MAINTAINING FORMS AND RECORDS	9
C EVALUATING AND INSPECTING	6

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
I7 BUILD UP TIRES	98
I6 BREAK DOWN TIRES	94
I27 LUBRICATE WHEEL BEARINGS	88
I25 INSPECT WHEELS	85
I24 INSPECT WHEEL BEARINGS	81

II

SUPERVISION AND MAINTENANCE SUPPORT

GROUP ID NUMBER AND TITLE: GRP083, STAFF LEVEL AND MAINTENANCE SUPPORT
SUPERVISORS

PERCENT OF SAMPLE: 12

MAJOR COMMAND DISTRIBUTION: MAC 28% SAC 23% TAC 20% USAFE 10%
ATC 7% ADC 5% OTHER 7%

LOCATION: CONUS 82% OVERSEAS 18%

SHIRTDUT DISTRIBUTION: A (1%); C (29%); I (28%); I (8%); NO SHIRTDUT INDICATED 34%

SKILL LEVEL DISTRIBUTION: 5 LEVEL (16%); 7 LEVEL (49%); 9 LEVEL (34%)

MALE/FEMALE DISTRIBUTION: MALES 94% FEMALES 2% NO RESPONSE 4%

AVERAGE GRADE: 6.3

AMOUNT OF SUPERVISION: 71 PERCENT SUPERVISE WITH AN AVERAGE OF SEVEN
SUBORDINATES

EXPRESSED JOB INTEREST: 85 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 88 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 78 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 67 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 58

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
A ORGANIZING AND PLANNING	25
B DIRECTING AND IMPLEMENTING	24
E MAINTAINING FORMS AND RECORDS	13
C EVALUATING AND INSPECTING	13
F PERFORMING SUPPLY FUNCTIONS	7

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B2 ADVISE SUBORDINATES ON RESOLUTION OF PROBLEMS	79
A18 INTERPRET MAINTENANCE POLICIES OR DIRECTIVES FOR SUBORDINATES	74
B4 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	74
B11 DIRECT SUBORDINATES IN MAINTAINING WORK PERFORMANCE	72
C12 INSPECT WORK PERFORMED BY SUBORDINATES	71

GROUP ID NUMBER AND TITLE: GRP092, MAINTLNANCL AND JOB CONTROLLERS

PERCENT OF SAMPLE: 4

MAJOR COMMAND DISTRIBUTION: MAC 29% TAC 27% SAC 21% ATC 9%
USAFE 3% OTHER 11%

LOCATION: CONUS 87% OVERSEAS 13%

SHREDOUT DISTRIBUTION: A (3%); C (39%); E (42%); F (8%); NO SHRED INDICATED 9%

SKILL LEVEL DISTRIBUTION: 5 LEVEL (25%); 7 LEVEL (67%); 9 LEVEL (8%)

MALL/FLMALL DISTRIBUTION: MALES 93% FEMALES 2% NO RESPONSE 5%

AVLRAGL GRADE: 5.4

AMOUNT OF SUPERVISION: 19 PERCENT SUPERVISE WITH AN AVERAGE OF FIVE
SUBORDINATES

EXPRESSED JOB INTEREST: 84 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 84 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 80 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 76 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 13

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
A ORGANIZING AND PLANNING	46
B DIRECTING AND IMPLEMENTING	29
E MAINTAINING FORMS AND RECORDS	9
F PERFORMING SUPPLY FUNCTIONS	5
C ORGANIZING AND PLANNING	5

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
A6 COORDINATE WORK ACTIVITIES WITH MAINTENANCE SPECIALISTS OR OTHER PERSONNEL OR AGENCIES	82
B19 MAINTAIN STATUS BOARDS	78
A4 COORDINATE WITH MAINTENANCE PERSONNEL OR JOB CONTROL FOR AVAILABILITY OF SPECIALISTS OR EQUIPMENT, TOOLS, OR PARTS	75
A24 PLAN OR PREPARE STATUS BOARDS	65
A5 COORDINATE WITH OTHER ACTIVITIES ON AVAILABILITY OF FACILITIES	59

GROUP ID NUMBER AND TITLE: GRP067, QUALITY CONTROL/DEFICIENCY ANALYSIS
AND SAFETY PERSONNEL

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: MAC 31% TAC 19% SAC 18% ATC 9%
AFSC 6% USAF 6% AAC 5% OTHER 6%

LOCATION: CONUS 85% OVERSEAS 15%

SHREDOUT DISTRIBUTION: A (3%); C (31%); E (33%); F (9%); NO SHRED INDICATED 24%

SKILL LEVEL DISTRIBUTION: 5 LEVEL (16%); 7 LEVEL (63%); 9 LEVEL (19%);
OTHER 2%

MALE/FEMALE DISTRIBUTION: MALES 94% FEMALES 3% NO RESPONSE 3%

AVERAGE GRADE: 6.1

AMOUNT OF SUPERVISION: 15 PERCENT SUPERVISE WITH AN AVERAGE OF THREE
SUBORDINATES

EXPRESSED JOB INTEREST: 94 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 94 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 82 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 69 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 21

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

C EVALUATING AND INSPECTING	26
B DIRECTING AND IMPLEMENTING	26
A ORGANIZING AND PLANNING	18
E MAINTAINING FORMS AND RECORDS	15

FIVE REPRESENTATIVE TASKS:

TASK

PERCENT MEMBERS
PERFORMING

B15 DRAFT CORRESPONDENCE OR REPORTS	75
C2 EDIT OR REVIEW CORRESPONDENCE OR REPORTS	63
A1 ANALYZE REPORTS OR MAINTENANCE PLANS	61
B3 COMPILE INFORMATION FOR REPORTS OR STAFF STUDIES	60
C14 INSPECT WORK AREAS	55

GROUP ID NUMBER AND TITLE: GRP132, COORDINATORS, EXPEDITERS AND SCHEDULERS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: MAC 56% SAC 21% TAC 12% ADC 6%
OTHER 5%

LOCATION: CONUS 100%

SHREDDOUT DISTRIBUTION: A (6%); C (24%); E (53%); F (15%); NO SHREDDOUT INDICATED 2%

SKILL LEVEL DISTRIBUTION: 3 LEVEL (3%); 5 LEVEL (65%); 7 LEVEL (29%);
9 LEVEL (3%)

MALE/FEMALE DISTRIBUTION: MALES 74% FEMALE'S 18% NO RESPONSE 8%

AVERAGE GRADE: 4.5

AMOUNT OF SUPERVISION: 12 PERCENT SUPERVISE WITH AN AVERAGE OF THREE
SUBORDINATES

EXPRESSED JOB INTEREST: 62 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 47 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 44 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 44 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 15

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F PERFORMING SUPPLY FUNCTIONS	44
E MAINTAINING FORMS AND RECORDS	24
A ORGANIZING AND PLANNING	12
B DIRECTING AND IMPLEMENTING	9

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F17 SIGN FOR PARTS	88
F11 ORDER PARTS BY VOICE COMMUNICATIONS	74
F10 MAINTAIN SUPPLY LOGS	56
A4 COORDINATE WITH MAINTENANCE PERSONNEL OR JOB CONTROL FOR AVAILABILITY OF SPECIALISTS OR EQUIPMENT, TOOLS, OR PARTS	53
F19 VERIFY IDENTIFICATION OF PARTS	53

GROUP ID NUMBER AND TITLE: GRPI77, TOOL CRIB AND BENCH STOCK PERSONNEL

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: TAC 36% SAC 24% MAC 17% PACAF 5%
ATC 5% USAF 4% OTHER 9%

LOCATION: CONUS 87% OVERSEAS 13%

SHREDOUT DISTRIBUTION: A (1%); C (53%); E (36%); F (8%); NO SHRED INDICATED 2%

SKILL LEVEL DISTRIBUTION: 3 LEVEL (4%); 5 LEVEL (78%); 7 LEVEL (16%);
9 LEVEL (1%); NO RESPONSE (1%)

MALE/FEMALE DISTRIBUTION: MALES 78% FEMALES 15% NO RESPONSE 7%

AVERAGE GRADE: 4.0

AMOUNT OF SUPERVISION: 26 PERCENT SUPERVISE WITH AN AVERAGE OF FOUR
SUBORDINATES

EXPRESSED JOB INTEREST: 53 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 43 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 37 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 42 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 21

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F PERFORMING SUPPLY FUNCTIONS	53
E MAINTAINING FORMS AND RECORDS	18
A ORGANIZING AND PLANNING	11
C EVALUATING AND INSPECTING	6
B DIRECTING AND IMPLEMENTING	5

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F8 ISSUE OR RECEIVE TOOLS	89
F6 INVENTORY TOOL CRIB EQUIPMENT	79
F17 SIGN FOR PARTS	78
F5 INVENTORY BENCH STOCK	75
F10 MAINTAIN SUPPLY LOGS	70

GROUP ID NUMBER AND TITLE: GRP062, 780 EQUIPMENT SPECIALISTS

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: MAC 53% SAC 19% TAC 16% AFSC 4%
OTHER 8%

LOCATION: CONUS 90% OVERSEAS 10%

SHREDOUT DISTRIBUTION: C (27%); E (66%); F (7%)

SKILL LEVEL DISTRIBUTION: 3 LEVEL (9%); 5 LEVEL (65%); 7 LEVEL (26%)

MALE/FEMALE DISTRIBUTION: MALES 90% FEMALES 1% NO RESPONSE 9%

AVERAGE GRADE: 4.1

AMOUNT OF SUPERVISION: 32 PERCENT SUPERVISE WITH AN AVERAGE OF THREE
SUBORDINATES

EXPRESSED JOB INTEREST: 51 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 61 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 43 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 54 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 39

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
P MAINTAINING 780 EQUIPMENT	37
G PERFORMING GENERAL AIRCRAFT MAINTENANCE	15
E MAINTAINING FORMS AND RECORDS	13
F PERFORMING SUPPLY FUNCTIONS	8

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
P14 INSPECT 780 EQUIPMENT FOR SERVICEABILITY	84
P15 INVENTORY 780 EQUIPMENT	83
P19 PERFORM MINOR MAINTENANCE OF 780 EQUIPMENT SUCH AS TIGHTEN BOLTS	81
P20 PICK UP OR DELIVER 780 EQUIPMENT	80
P12 INSPECT DUE DATES ON 780 EQUIPMENT STATUS TAGS	74

GROUP ID NUMBER AND TITLE: GRP055, DOCUMENTATION AND DEBRIEFING
SPECIALISTS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: SAC 28% MAC 18% TAC 15% ADC 13%
ATC 13% OTHER 13%

LOCATION: CONUS 78% OVERSEAS 23%

SHREDDOUT DISTRIBUTION: A(5%); C (45%); E (35%); F (15%)

SKILL LEVEL DISTRIBUTION: 5 LEVEL (58%); 7 LEVEL (42%)

MALE/FEMALE DISTRIBUTION: MALES 83% FEMALES 13% NO RESPONSE 4%

AVERAGE GRADE: 4.9

AMOUNT OF SUPERVISION: 15 PERCENT SUPERVISE WITH AN AVERAGE OF TWO
SUBORDINATES

EXPRESSED JOB INTEREST: 73 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 78 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 60 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 63 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 14

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E MAINTAINING FORMS AND RECORDS	51
A ORGANIZING AND PLANNING	15
C EVALUATING AND INSPECTING	13
B DIRECTING AND IMPLEMENTING	10

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
C17 REVIEW AIRCRAFT RECORDS OR MAINTENANCE FORMS	70
E39 PREPARE MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	53
E8 INITIATE OR POST ENTRIES TO AIRCRAFT HISTORICAL RECORDS	53
E7 INITIATE OR POST ENTRIES TO AEROSPACE VEHICLE INSPECTION FORMS (AFTO FORM 781K)	53
E21 INITIATE OR POST ENTRIES TO MAINTENANCE DISCREPANCY AND WORK DOCUMENT FORMS (AFTO FORM 781A)	53

GROUP ID NUMBER AND TITLE: GRP043, TRAINING PERSONNEL

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: ATC 40% WAC 26% SAC 19% TAC 5%
USAFE 5% OTHER 5%

LOCATION: CONUS 89 OVERSEAS 11%

SHRED DISTRIBUTION: A (1%); C (32%); E (55%); I (8%); NO SHRED INDICATED 4

SKILL LEVEL DISTRIBUTION: 3 LEVEL (1%); 5 LEVEL (49%); 7 LEVEL (47%);
9 LEVEL (3%)

MALE/FEMALE DISTRIBUTION: MALE 94% FEMALE 6%

AVERAGE GRADE: 5.3

AMOUNT OF SUPERVISION: 21 PERCENT SUPERVISE WITH AN AVERAGE OF FIVE
SUBORDINATES

EXPRESSED JOB INTEREST: 89 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 85 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 63 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 75

AVERAGE NUMBER OF TASKS PERFORMED: 14

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
D TRAINING	50
B DIRECTING AND IMPLEMENTING	16
A ORGANIZING AND PLANNING	12
C INSPECTING AND EVALUATING	9
E MAINTAINING FORMS AND RECORDS	8

FIVE REPRESENTATIVE TASKS:

TASK	PERCENT MEMBERS PERFORMING
D1 ADMINISTER ORAL, WRITTEN, OR PERFORMANCE TESTS	69
D13 REVIEW TRAINING PROGRESS OF INDIVIDUALS	69
D3 CONDUCT LECTURES OR BRIEFINGS	68
D2 CONDUCT CLASSROOM TRAINING	67
B20 ORIENT NEWLY ASSIGNED PERSONNEL	62

GROUP ID NUMBER AND TITLE: GPP031, TECHNICAL ORDER SPECIALISTS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: MAC 35% TAC 29% SAC 16% USAF 6%
ADC 4% USAF 4% OTHER 6%

LOCATION: CONUS 88% OVERSEAS 12%

SHREDDOUT DISTRIBUTION: A (2%); C (40%); E (35%); F (12%); NO SHRED INDICATED 6%

SKILL LEVEL DISTRIBUTION: 3 LEVEL (4%); 5 LEVEL (47%); 7 LEVEL (45%);
9 LEVEL (4%)

MALE/FEMALE DISTRIBUTION: MALES 78% FEMALES 20% NO RESPONSE 2%

AVERAGE GRADE: 4.9

AMOUNT OF SUPERVISION: 24 PERCENT SUPERVISE WITH AN AVERAGE OF THREE
SUBORDINATES

EXPRESSED JOB INTEREST: 63 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 69 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 61 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 59 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 12

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
A PLANNING AND ORGANIZING	35
E MAINTAINING FORMS AND RECORDS	29
B DIRECTING AND IMPLEMENTING	13
C INSPECTING AND EVALUATING	10

REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
E35 MAINTAIN TECHNICAL PUBLICATIONS FILES	76	13
A16 ESTABLISH TECHNICAL ORDER (TO) PUBLICATION FILES	71	10

THESE ARE THE ONLY TWO TASKS PERFORMED BY MORE THAN 37 PERCENT OF THE GROUP
MEMBERS. HOWEVER, THE AMOUNT OF TIME SPENT ON THE TWO TASKS IS SO HIGH AS
TO BE SUFFICIENT FOR DEFINING A CLUSTER OF JOB INCUMBENTS.

III
GENERAL AIRCRAFT MAINTENANCE

GROUP ID NUMBER AND TITLE: GRP678, FLIGHT CHIEFS AND SHIFT SUPERVISORS

PERCENT OF SAMPLE: 3

MAJOR COMMAND DISTRIBUTION: SAC 31% MAC 20% TAC 16% ATC 11%
ADC 7% USAF 7% OTHER 8%

LOCATION: CONUS 84% OVERSEAS 16%

SHREDOUT DISTRIBUTION: A (1%); C (33%); E (22%); F (7%); NO SHRED INDICATED 37%

SKILL LEVEL DISTRIBUTION: 5 LEVEL (9%); 7 LEVEL (51%); 9 LEVEL (40%)

MALE/FEMALE DISTRIBUTION: MALES 98% NO RESPONSE 2%

AVERAGE GRADE: 6.5

AMOUNT OF SUPERVISION: 94 PERCENT SUPERVISE WITH AN AVERAGE OF 11 SUBORDINATES

EXPRESSED JOB INTEREST: 89 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 92 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 87 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 70 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 215

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
B DIRECTING AND IMPLEMENTING	14
A PLANNING AND ORGANIZING	13
G PERFORMING GENERAL AIRCRAFT MAINTENANCE	12
E MAINTAINING FORMS AND RECORDS	12
H PERFORMING GROUND HANDLING OF AIRCRAFT	9
C EVALUATING AND INSPECTING	8

FIVE REPRESENTATIVE TASKS:

TASK	PERCENT MEMBERS PERFORMING
C12 INSPECT WORK PERFORMED BY SUBORDINATES	99
B4 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	98
B2 ADVISE SUBORDINATES ON RESOLUTION OF PROBLEMS	98
A27 PLAN OR SCHEDULE WORK ASSIGNMENTS	97
A4 COORDINATE WITH MAINTENANCE PERSONNEL OR JOB CONTROL FOR AVAILABILITY OF SPECIALISTS OR EQUIPMENT, TOOLS, OR PARTS	96

GROUP ID NUMBER AND TITLE: GRP370, FLIGHT LINE EXPEDITE AND TRANSIENT
ALERT SUPERVISORS

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: TAC 22% MAC 19% SAC 17% ATC 15%
USAFE 14% ADC 6% OTHER 7%

LOCATION: CONUS 70% OVERSEAS 30%

SHREDDOUT DISTRIBUTION: A (7%); C (56%); E (24%); F (9%); NO SHRED INDICATED 4%

SKILL LEVEL DISTRIBUTION: 3 LEVEL (1%); 5 LEVEL (26%); 7 LEVEL (68%);
9 LEVEL (6%)

MALE/FEMALE DISTRIBUTION: MALES 94% FEMALES 1% NO RESPONSE 5%

AVERAGE GRADE: 5.4

AMOUNT OF SUPERVISION: 70 PERCENT SUPERVISE WITH AN AVERAGE OF SIX
SUBORDINATES

EXPRESSED JOB INTEREST: 76 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 85 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 87 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 82 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 115

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H PERFORMING GROUND HANDLING OF AIRCRAFT	25
G PERFORMING GENERAL AIRCRAFT MAINTENANCE	15
E MAINTAINING FORMS AND RECORDS	11
B DIRECTING AND IMPLEMENTING	8
A PLANNING AND ORGANIZING	7
F PERFORMING SUPPLY FUNCTIONS	5

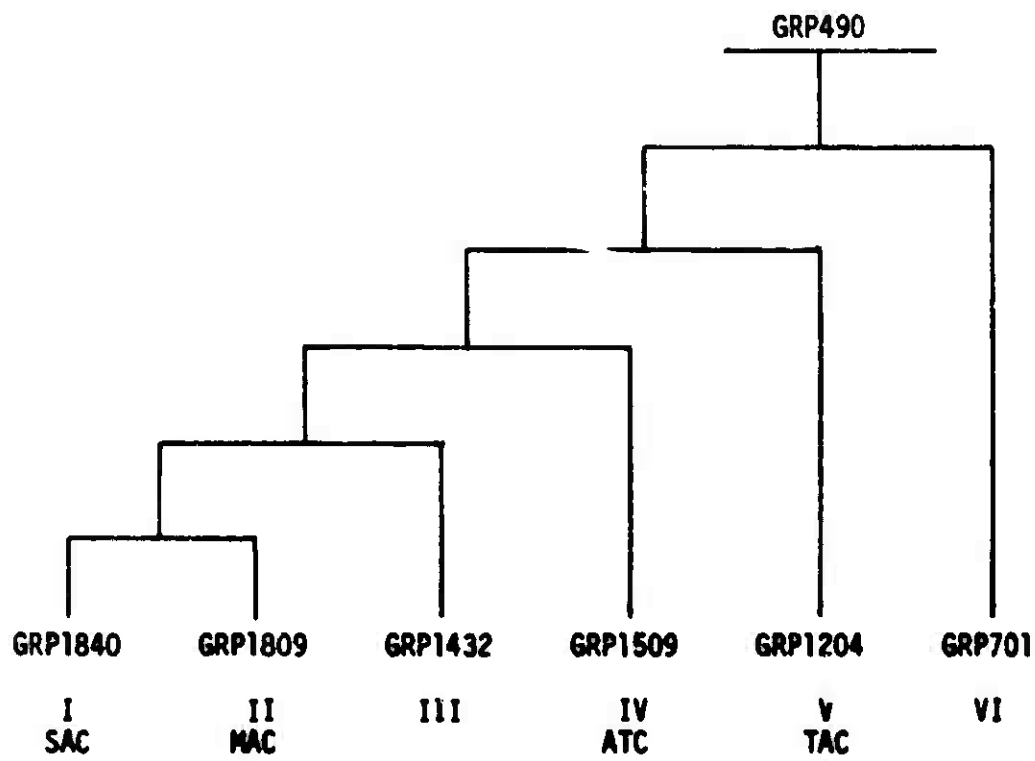
FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
H16 GROUND AIRCRAFT	93
H35 OPERATE AGE PORTABLE LIGHTING EQUIPMENT	91
H29 OPERATE AGE AIR COMPRESSORS	89
F17 SIGN FOR PARTS	88
F21 INITIATE OR POST ENTRIES TO MAINTENANCE DISCREPANCY AND WORK DOCUMENT FORMS (AFTO FORM 781A)	87

AIRCRAFT WORKED ON BY 10 PERCENT OR MORE OF GROUP MEMBERS:

C-130E (32%); F-4E (30%); C-141 (29%); F-4C (28%); F-40 (28%); T-39 (28%);
KC-135 (24%); T-38 (23%); C-9 (22%); T-33 (22%); C-5 (21%); A-7D (20%);
T-37 (20%); C-135 (19%); C-130A (18%); F-100 (18%); C-118 (16%); CH-53 (16%);
C-47 (15%); C-123 (15%); C-140 (15%); F-5 (14%); F104G (14%); C-131 (13%);
F105 (13%); F-106A (13%); UH-10 (13%); UH-1H (13%); OV-10A (12%); AC-130E (11%);
C-97 (11%); C-121 (11%); F-106B (11%); F-111A (11%); A-37 (10%); C-130B (10%);
CH-3 (10%); F-101B (10%); F-111E (10%); F-111F (10%); HH-53 (10%)

CREW CHIEF CLUSTERS



GROUP ID NUMBER AND TITLE: GRP490, CREW CHIEFS

PERCENT OF SAMPLE: 4B

MAJOR COMMAND DISTRIBUTION: SAC 29% TAC 22% MAC 19% ATC 7%
USAFE 7% ADC 6% OTHER 10%

LOCATION: CONUS 85% OVERSEAS 15%

SHREDOUT DISTRIBUTION: A (2%); C (46%); E (40%); F (10%); NO SHRED INDICATED 2%

SKILL LEVEL DISTRIBUTION: 3 LEVEL (7%); 5 LEVEL (68%); 7 LEVEL (24%);
9 LEVEL (1%)

MALE/FEMALE DISTRIBUTION: MALES 91% FEMALES 4% NO RESPONSE 5%

AVERAGE GRADE: 4.1

AMOUNT OF SUPERVISION: 35 PERCENT SUPERVISE WITH AN AVERAGE OF FOUR
SUBORDINATES

EXPRESSED JOB INTEREST: 72 PERCENT FAIRLY TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 79 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 86 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 230

DEFINITELY OR PROBABLY REENLIST: 61 PERCENT

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G PERFORMING GENERAL AIRCRAFT MAINTENANCE	21
H PERFORMING GROUND HANDLING OF AIRCRAFT	19
I MAINTAINING LANDING GEAR SYSTEMS	10
M MAINTAINING ELECTRICAL SYSTEMS	8
L MAINTAINING PNEUDRAULIC SYSTEMS	6

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
G25 INSPECT AIRCRAFT PANELS	98
H16 GROUND AIRCRAFT	97
G26 INSPECT AIRCRAFT WINDOWS OR WINDSHIELDS	97
H57 SERVICE AIRCRAFT HYDRAULIC SYSTEMS	96
G66 REMOVE OR REPLACE AIRCRAFT ACCESS PANELS	95

GROUP ID NUMBER AND TITLE: GRP1840, CREW CHIEFS 1 (SAC)

PERCENT OF SAMPLE: 7

MAJOR COMMAND DISTRIBUTION: SAC 96% TAC 2% USAFE 2%

LOCATION: CONUS 96% OVERSEAS 4%

SHREDOUT DISTRIBUTION: E (100%)

SKILL LEVEL DISTRIBUTION: 3 LEVEL (6%); 5 LEVEL (72%); 7 LEVEL (22%);
9 LEVEL (LESS THAN ONE PERCENT)

MALE/FEMALE DISTRIBUTION: MALES 92% FEMALES 4% NO RESPONSE 4%

AVERAGE GRADE: 4.0

AMOUNT OF SUPERVISION: 36 PERCENT SUPERVISE WITH AN AVERAGE OF THREE
SUBORDINATES

EXPRESSED JOB INTEREST: 75 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 81 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 88 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 60 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 223

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G PERFORMING GENERAL AIRCRAFT MAINTENANCE	22
H PERFORMING GROUND HANDLING OF AIRCRAFT	19
Q PERFORMING GENERAL ENGINE MAINTENANCE	8
M MAINTAINING ELECTRICAL SYSTEMS	8
I MAINTAINING LANDING GEAR SYSTEMS	7

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
G25 INSPECT AIRCRAFT PANELS	99
G26 INSPECT AIRCRAFT WINDOWS OR WINDSHIELDS	99
H44 POSITION AGE TO AIRCRAFT	99
H57 SERVICE AIRCRAFT HYDRAULIC SYSTEMS	99
H16 GROUND AIRCRAFT	98

AIRCRAFT WORKED ON BY 10 PERCENT OR MORE OF THE GROUP MEMBERS:

KC-135 (58%); B-52G (26%); B-52H (15%); B-52D (11%); EC-135 (10%)

GROUP ID NUMBER AND TITLE: GRP1809, CREW CHIEFS II (MAC)

PERCENT OF SAMPLE: 3

MAJOR COMMAND DISTRIBUTION: MAC 88% SAC 4% TAC 3% OTHER 5%

LOCATION: CONUS 90% OVERSEAS 10%

SHREDOUT DISTRIBUTION: C (4%); E (69%); F (24%); NO RESPONSE (3%)

SKILL LEVEL DISTRIBUTION: 3 LEVEL (8%); 5 LEVEL (74%); 7 LEVEL (17%);
NO RESPONSE (1%)

MALE/FEMALE DISTRIBUTION: MALES 88% FEMALES 6% NO RESPONSE 6%

AVERAGE GRADE: 3.8

AMOUNT OF SUPERVISION: 31 PERCENT SUPERVISE WITH AN AVERAGE OF THREE
SUBORDINATES

EXPRESSED JOB INTEREST: 67 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 84 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 84 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 59 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 198

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G PERFORMING GENERAL AIRCRAFT MAINTENANCE	24
H PERFORMING GROUND HANDLING OF AIRCRAFT	17
M MAINTAINING ELECTRICAL SYSTEMS	9
I MAINTAINING LANDING GEAR SYSTEMS	9
L MAINTAINING PNEUDRAULIC SYSTEMS	7

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
H21 LAUNCH OR RECOVER AIRCRAFT	100
G25 INSPECT AIRCRAFT PANELS	100
H40 OPERATE MAINTENANCE STANDS	99
G26 INSPECT AIRCRAFT WINDOWS OR WINDSHIELDS	99
H26 MOOR AIRCRAFT BY REFUELING OR SANDBAGGING	98

AIRCRAFT WORKED ON BY 10 PERCENT OR MORE OF GROUP MEMBERS:

C-5 (38%); C-141 (38%); C-130E (25%)

GROUP ID NUMBER AND TITLE: GRP1432, CREW CHIEFS III

PERCENT OF SAMPLE: 11

MAJOR COMMAND DISTRIBUTION: MAC 31% TAC 18% SAC 16% AOC 10%
USAF 7% AFSC 5% PACAF 4% OTHER 9%

LOCATION: CONUS 80% OVERSEAS 20%

SHREDDOUT DISTRIBUTION: A (3%); C (41%); E (30%); F (23%); NO RESPONSE 3%

SKILL LEVEL DISTRIBUTION: 3 LEVEL (3%); 5 LEVEL (59%); 7 LEVEL (36%);
9 LEVEL (2%)

MALE/FEMALE DISTRIBUTION: MALES 94% FEMALES 2% NO RESPONSE 4%

AVERAGE GRADE: 4.6

AMOUNT OF SUPERVISION: 52 PERCENT SUPERVISE WITH AN AVERAGE OF FIVE
SUBORDINATES

EXPRESSED JOB INTEREST: 78 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 84 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 89 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 70 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 316

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G PERFORMING GENERAL AIRCRAFT MAINTENANCE	19
H PERFORMING GROUND HANDLING OF AIRCRAFT	14
I MAINTAINING LANDING GEAR SYSTEMS	10
M MAINTAINING ELECTRICAL SYSTEMS	8
L MAINTAINING PNEUMRAULIC SYSTEMS	7
Q PERFORMING GENERAL ENGINE MAINTENANCE	6

FIVE REPRESENTATIVE TASKS:

TASK	PERCENT MEMBERS PERFORMING
H16 GROUND AIRCRAFT	100
G25 INSPECT AIRCRAFT PANELS	99
G26 INSPECT AIRCRAFT WINDOWS OR WINDSHIELDS	99
H40 OPERATE MAINTENANCE STANDS	99
G66 REMOVE OR REPLACE AIRCRAFT ACCESS PANELS	98

AIRCRAFT WORKED ON BY 10 PERCENT OR MORE OF GROUP MEMBERS:

C-130I (23%); F-4E (14%); C-141 (13%); KC-135 (13%); F-4C (12%); F-4D (10%);
F-19 (10%)

GROUP ID NUMBER AND TITLE: GRP1509, CREW CHIEFS IV (ATC)

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: ATC 49% ADC 17% TAC 13% AFSC 7%
MAC 6% OTHER 8%

LOCATION: CONUS 92% OVERSEAS 8%

SHREDOUT DISTRIBUTION: A (18%); C (73%); E (5%); F (4%)

SKILL LEVEL DISTRIBUTION: 3 LEVEL (4%); 5 LEVEL (64%); 7 LEVEL (32%)

MALE/FEMALE DISTRIBUTION: MALES 91% FEMALES 2% NO RESPONSE 7%

AVERAGE GRADE: 4.3

AMOUNT OF SUPERVISION: 39 PERCENT SUPERVISE WITH AN AVERAGE OF FIVE
SUBORDINATES

EXPRESSED JOB INTEREST: 71 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 80 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 84 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 70 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 223

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G PERFORMING GENERAL AIRCRAFT MAINTENANCE	18
H PERFORMING GROUND HANDLING OF AIRCRAFT	16
I MAINTAINING LANDING GEAR SYSTEMS	12
M MAINTAINING ELECTRICAL SYSTEMS	9
E MAINTAINING FORMS AND RECORDS	6
Q PERFORMING GENERAL ENGINE MAINTENANCE	6

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
H16 GROUND AIRCRAFT	100
G25 INSPECT AIRCRAFT PANELS	99
G26 INSPECT AIRCRAFT WINDOWS OR WINDSHIELDS	99
I23 INSPECT STRUTS	99
H45 POSITION OR REMOVE AIRCRAFT CHOCKS	97

AIRCRAFT WORKED ON BY 10 PERCENT OR MORE OF GROUP MEMBERS:

T-38 (38%); T-37 (31%); T-33 (19%)

GROUP ID NUMBER AND TITLE: GRP1204, CREW CHIEFS V (TAC)

PERCENT OF SAMPLE: 9

MAJOR COMMAND DISTRIBUTION: TAC 58% USAFE 18% AOC 7% PACAF 5%
SAC 5% OTHER 7%

LOCATION: CONUS 73% OVERSEAS 27%

SHRDLUT DISTRIBUTION: A (1%); C (98%); E (LESS THAN ONE PERCENT)

SKILL LEVEL DISTRIBUTION: 3 LEVEL (9%); 5 LEVEL (72%); 7 LEVEL (19%)
9 LEVEL (LESS THAN ONE PERCENT)

MALE/FEMALE DISTRIBUTION: MALES 92% FEMALES 4% NO RESPONSE 4%

AVERAGE GRADE: 3.9

AMOUNT OF SUPERVISION: 31 PERCENT SUPERVISE WITH AN AVERAGE OF FOUR
SUBORDINATES

EXPRESSED JOB INTEREST: 72 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 83 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 87 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 58 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 200

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H PERFORMING GROUND HANDLING OF AIRCRAFT	21
G PERFORMING GENERAL AIRCRAFT MAINTENANCE	19
I MAINTAINING LANDING GEAR SYSTEMS	12
M MAINTAINING ELECTRICAL SYSTEMS	7
L MAINTAINING PNEUDRAULIC SYSTEMS	6
N MAINTAINING FUEL SYSTEMS	6

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
G25 INSPECT AIRCRAFT PANELS	99
H16 GROUND AIRCRAFT	99
G26 INSPECT AIRCRAFT WINDOWS OR WINDSHIELDS	97
H67 WALK WINGS OR TAILS DURING AIRCRAFT TOWING OPERATIONS	97
H15 FUEL AIRCRAFT USING SINGLE-POINT REFUELING METHODS	96

AIRCRAFT WORKED ON BY 10 PERCENT OR MORE OF GROUP MEMBERS:

F-4E (34%); F-4C (27%); F-4D (21%); A-7D (19%); F-111D (10%)

GROUP ID NUMBER AND TITLE: GRP701, CREW CHIEFS VI

PERCENT OF SAMPLE: 9

MAJOR COMMAND DISTRIBUTION: SAC 33% TAC 22% MAC 18% ATC 14%
ADC 5% USAF 3% OTHER 5%

LOCATION: CONUS 90% OVERSEAS 10%

SHREDDOUT DISTRIBUTION: A (4%); C (46%); E (43%); F (7%)

SKILL LEVEL DISTRIBUTION: 3 LEVEL (15%); 5 LEVEL (76%); 7 LEVEL (8%);
NO RESPONSE 1%

MALE/FEMALE DISTRIBUTION: MALES 87% FEMALES 6% NO RESPONSE 7%

AVERAGE GRADE: 3.4

AMOUNT OF SUPERVISION: 14 PERCENT SUPERVISE WITH AN AVERAGE OF THREE
SUBORDINATES

EXPRESSED JOB INTEREST: 66 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 69 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 79 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 47 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 135

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H PERFORMING GROUND HANDLING OF AIRCRAFT	25
G PERFORMING GENERAL AIRCRAFT MAINTENANCE	24
I MAINTAINING LANDING GEAR SYSTEMS	10
M MAINTAINING ELECTRICAL SYSTEMS	8
E MAINTAINING FORMS AND RECORDS	5

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
G25 INSPECT AIRCRAFT PANELS	98
H24 MARSHAL AIRCRAFT	95
H56 SERVICE AIRCRAFT ENGINE OIL SYSTEMS	95
H16 GROUND AIRCRAFT	94
H57 SERVICE AIRCRAFT HYDRAULIC SYSTEMS	94

AIRCRAFT WORKED ON BY 10 PERCENT OR MORE OF GROUP MEMBERS:

KC-135 (17%); T-38 (13%); B-52G (10%)

GROUP ID NUMBER AND TITLE: GRP690, ISOCHRONAL INSPECTION SPECIALISTS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: MAC 72% SAC 15% ADC 5% ATC 5%
OTHER 3%

LOCATION:

SHREDOUT DISTRIBUTION: A (5%); C (15%); E (62%); F (15%); NO SHRED INDICATED 3

SKILL LEVEL DISTRIBUTION: 3 LEVEL (13%); 5 LEVEL (64%); 7 LEVEL (23%)

MALE/FEMAL DISTRIBUTION: MALES 82% FEMALES 13% NO RESPONSE 5%

AVERAGE GRADE: 3.B

AMOUNT OF SUPERVISION: 23 PERCENT SUPERVISE WITH AN AVERAGE OF THREE
SUBORDINATES

EXPRESSED JOB INTEREST: 57 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 69 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 85 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 54 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 144

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G PERFORMING GENERAL AIRCRAFT MAINTENANCE	32
I MAINTAINING LANDING GEAR SYSTEMS	12
H PERFORMING GROUND HANDLING OF AIRCRAFT	11
M MAINTAINING ELECTRICAL SYSTEMS	11
L MAINTAINING PNEUMATIC SYSTEMS	6

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
G25 INSPECT AIRCRAFT PANELS	100
G56 REMOVE OR REPLACE AIRCRAFT ACCESS PANELS	100
G22 INSPECT AIRCRAFT ACCESS DOORS OR HATCHES	97
G21 INSPECT AIRCRAFT ACCESS DOOR HARDWARE	95
G110 SAFETY WIRE AIRCRAFT HARDWARE	92

AIRCRAFT WORKED ON BY 10 PERCENT OR MORE OF GROUP MEMBERS:

C-5 (13%); C-141 (31%); C-130E (18%); T-39 (10%)

GROUP ID NUMBER AND TITLE: GRP608, FLIGHT LINE INSPECTION SPECIALISTS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: TAC 23% SAC 17% MAC 16% USAF 11%
ADC 9% ATC 7% AFLC 4% OTHER 13%

LOCATION: CONUS 71% OVERSEAS 29%

SHREDDOUT DISTRIBUTION: 5 LEVEL (59%); 7 LEVEL (40%); 9 LEVEL (1%)

SKILL LEVEL DISTRIBUTION: A (5%); C (54%); E (28%); F (7%); NO SHRED INDICATED 1

MALE/FEMALE DISTRIBUTION: MALES 88% FEMALES 1% NO RESPONSE 11%

AVERAGE GRADE: 4.6

AMOUNT OF SUPERVISION: 43 PERCENT SUPERVISE WITH AN AVERAGE OF FIVE
SUBORDINATES

EXPRESSED JOB INTEREST: 76 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 88 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 93 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 76 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 591

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G PERFORMING GENERAL AIRCRAFT MAINTENANCE	16
H PERFORMING GROUND HANDLING OF AIRCRAFT	11
I MAINTAINING LANDING GEAR SYSTEMS	11
K MAINTAINING FLIGHT CONTROL SYSTEMS	8
L MAINTAINING PNEUDRAULIC SYSTEMS	7
Q PERFORMING GENERAL ENGINE MAINTENANCE	6

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
G25 INSPECT AIRCRAFT PANELS	98
G26 INSPECT AIRCRAFT WINDOWS OR WINDSHIELDS	98
I21 INSPECT LANDING GEAR STRUCTURAL COMPONENTS	98
K16 INSPECT FLIGHT CONTROL SURFACES	94
H6 DIRECT FUELING OR DEFUELING OF AIRCRAFT	93

AIRCRAFT WORKED ON BY 10 PERCENT OR MORE OF GROUP MEMBERS:

F-4E (27%); F-4C (24%); F-4D (22%); KC-135 (18%); C-141 (16%); C-130E (15%);
A-7D (12%); B-52G (11%); T-33 (11%); C-135 (10%); T-38 (10%)

GROUP ID NUMBER AND TITLE: GRP481, PHASE DOCK INSPECTION SPECIALISTS

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: TAC 38% ATC 28% SAC 17% USAF 10%
PACAF 4% OTHER 3%

LOCATION: CONUS 86% OVERSEAS 14%

SHREDDOUT DISTRIBUTION: A (1%); C (80%); E (19%)

SKILL LEVEL DISTRIBUTION: 3 LEVEL (11%); 5 LEVEL (79%); 7 LEVEL (10%)

MALE/FEMALE DISTRIBUTION: MALES 90% FEMALES 5% NO RESPONSE 5%

AVERAGE GRADE: 3.6

AMOUNT OF SUPERVISION: 22 PERCENT SUPERVISE WITH AN AVERAGE OF THREE
SUBORDINATES

EXPRESSED JOB INTEREST: 61 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 77 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 78 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 45 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 117

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G PERFORMING GENERAL AIRCRAFT MAINTENANCE	24
H PERFORMING GROUND HANDLING OF AIRCRAFT	18
I MAINTAINING LANDING GEAR SYSTEMS	15
L MAINTAINING PNEUDRAULIC SYSTEMS	8
K MAINTAINING FLIGHT CONTROL SYSTEMS	6

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
G25 INSPECT AIRCRAFT PANELS	99
G66 REMOVE OR REPLACE AIRCRAFT ACCESS PANELS	96
H27 WALKING WINGS OR TAILS DURING AIRCRAFT TOWING OPERATIONS	94
G110 SAFETY WIRE AIRCRAFT HARDWARE	92
G22 INSPECT AIRCRAFT ACCESS DOORS OR HATCHES	88

AIRCRAFT WORKED ON BY 10 PERCENT OR MORE OF GROUP MEMBERS:

T-38 (25%); F4E (19%); F4C (18%); T-37 (18%); F-4D (13%); KC-135 (12%);
A-7D (10%)

GROUP ID NUMBER AND TITLE: GRP415, ENGINE INSPECTION SPECIALISTS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: SAC 100%

LOCATION: CONUS 98% NO RESPONSE 2%

SHRTOOUT DISTRIBUTION F (96%); NO SHRFD INDICATED 4%

SKILL LEVEL DISTRIBUTION: 3 LEVEL (9%); 5 LEVEL (75%); 7 LEVEL (9%);
9 LEVEL (7%)

MALE/FEMALE DISTRIBUTION: MALES 91% FEMALES 5% NO RESPONSE 4%

AVERAGE GRADE: 3.9

AMOUNT OF SUPERVISION: 25 PERCENT SUPERVISE WITH AN AVERAGE OF SIX
SUBORDINATES

EXPRESSED JOB INTEREST: 73 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 96 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 86 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 61 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 115

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
Q PERFORMING GENERAL ENGINE MAINTENANCE	37
H PERFORMING GROUND HANDLING OR AIRCRAFT	16
G PERFORMING GENERAL AIRCRAFT MAINTENANCE	11
L MAINTAINING PNEUDRAULIC SYSTEMS	5
I MAINTAINING LANDING GEAR SYSTEMS	5

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
Q18 INSPECT ENGINE COMPRESSOR BLADES	95
Q23 INSPECT ENGINE OIL COOLERS	95
Q27 INSPECT ENGINE QUICK-DISCONNECT LINES	95
Q29 INSPECT ENGINE TURBINE STATOR BLADES	93
Q64 REMOVE OR REPLACE ENGINE NOSE DOMES	93

AIRCRAFT WORKED ON BY 10 PERCENT OR MORE OF GROUP MEMBERS:

KC-135 (64%); B-52G (30%); B-52H (23%); B-52F (11%)

GROUP ID NUMBER AND TITLE: GRP199, TRANSIENT ALERT SPECIALISTS

PERCENT OF SAMPLE: 4

MAJOR COMMAND DISTRIBUTION: SAC 34% TAC 22% MAC 14% ATC 13%
USAF 6% AFSC 4% OTHER 7%

LOCATION: CONUS 82% OVERSEAS 17% NO RESPONSE 1%

SHREDDOUT DISTRIBUTION: A (2%); C (46%); E (46%); F (4%); NO SHRED INDICATED 2%

SKILL LEVEL DISTRIBUTION: 3 LEVEL (13%); 5 LEVEL (78%); 7 LEVEL (10%)

MALE/FEMALE DISTRIBUTION: MALES 86% FEMALES 7% NO RESPONSE 7%

AVERAGE GRADE: 3.5

AMOUNT OF SUPERVISION: 15 PERCENT SUPERVISE WITH AN AVERAGE OF SIX
SUBORDINATES

EXPRESSED JOB INTEREST: 52 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 64 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 70 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 48 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 79

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H PERFORMING GROUND HANDLING OF AIRCRAFT	40
G PERFORMING GENERAL AIRCRAFT MAINTENANCE	19
I MAINTAINING LANDING GEAR SYSTEMS	8
M MAINTAINING ELECTRICAL SYSTEMS	5
E MAINTAINING FORMS AND RECORDS	5

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
H16 GROUND AIRCRAFT	95
H24 MARSHAL AIRCRAFT	90
H21 LAUNCH OR RECOVER AIRCRAFT	89
H45 POSITION OR REMOVE AIRCRAFT CHOCKS	86
H56 SERVICE AIRCRAFT ENGINE OIL SYSTEMS	84

AIRCRAFT WORKED ON BY 10 PERCENT OR MORE OF GROUP MEMBERS:

KC-135 (35%); C-141 (23%); F-4E (19%); T-38 (19%); F-4C (18%); T-37 (18%);
C-130E (17%); F-40 (19%); A-70 (16%); C-5 (16%); C-9 (16%); C-130A (16%);
T-33 (16%); T-39 (16%); C-130B (15%); C-135 (15%); C-118 (13%); C-1300 (12%);
OV-10 (12%); A-37 (11%); B-52G (11%); F-5 (11%); F-100 (11%); F-111A (11%);
CH-53 (10%); F-101F (10%); F-105 (10%)

GROUP IO NUMBER AND TITLE: GRP193, QUALITY CONTROL TECHNICIANS

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: MAC 26% TAC 25% SAC 15% ATC 9%
USAFE 9% PACAF 5% OTHER 11%

LOCATION: CONUS 80% OVERSEAS 20%

SHREDOUT DISTRIBUTION: A (1%); C (50%); E (28%); F (9%); NO SHRED INDICATED 12%

SKILL LEVEL DISTRIBUTION: 5 LEVEL (10%); 7 LEVEL (77%); 9 LEVEL (13%)

MALE/FEMALE DISTRIBUTION: MALES 96% FEMALES 1% NO RESPONSE 3%

AVERAGE GRADE: 6.1

AMOUNT OF SUPERVISION: 40 PERCENT SUPERVISE WITH AN AVERAGE OF FOUR
SUBORDINATES

EXPRESSED JOB INTEREST: 91 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 92 FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 94 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 75 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 128

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G PERFORMING GENERAL AIRCRAFT MAINTENANCE	16
I MAINTAINING LANDING GEAR SYSTEMS	11
L MAINTAINING PNEUDRAULIC SYSTEMS	10
Q PERFORMING GENERAL ENGINE MAINTENANCE	10
C EVALUATING AND INSPECTING	8
E MAINTAINING FORMS AND RECORDS	8

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
123 INSPECT STRUTS	96
C17 REVIEW AIRCRAFT RECORDS OR MAINTENANCE FORMS	83
C15 PERFORM QC TECHNICAL INSPECTIONS	80
E28 INITIATE OR REVIEW QUALITY CONTROL INSPECTION SUMMARY FORMS (AF FORM 2420)	77
E29 INITIATE OR REVIEW SUPPLY CONTROL LOG FORMS (AF FORM 2413)	76

AIRCRAFT WORKED ON BY 10 PERCENT OR MORE OF GROUP MEMBERS:

F-4E (19%); T-39 (17%); C-130E (15%); F-4D (14%); KC-135 (13%); T-33 (13%);
F-4C (12%); C-141 (12%)

GROUP ID NUMBER AND TITLE: GRP111, RECOVERY, REFURBISHING, CORROSION
CONTROL, AND TANKER PHASE PERSONNEL

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: MAC 44% SAC 28% ATC 7% AFSC 7%
TAC 5% AFSC 3% OTHER 6%

LOCATION: CONUS 94% OVERSEAS 5% NO RESPONSE 1%

SHREDOUT DISTRIBUTION: A (1%); C (22%); E (65%); F (10%)

SKILL LEVEL DISTRIBUTION: 3 LEVEL (11%); 5 LEVEL (80%); 7 LEVEL (9%)

MALE/FEMALE DISTRIBUTION: MALES 94% FEMALES 5% NO RESPONSE 1%

AVERAGE GRADE: 3.6

AMOUNT OF SUPERVISION: 16 PERCENT SUPERVISE WITH AN AVERAGE OF THREE
SUBORDINATES

EXPRESSED JOB INTEREST: 50 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 58 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 65 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 56 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 60

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G PERFORMING GENERAL AIRCRAFT MAINTENANCE	39
H PERFORMING GROUND HANDLING OF AIRCRAFT	19
I MAINTAINING LANDING GEAR SYSTEMS	7
M MAINTAINING ELECTRICAL SYSTEMS	6
K MAINTAINING FLIGHT CONTROL SYSTEMS	5

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
G66 REMOVE OR REPLACE AIRCRAFT ACCESS PANELS	95
G25 INSPECT AIRCRAFT PANELS	94
G110 SAFETY WIRE AIRCRAFT HARDWARE	82
H40 OPERATE MAINTENANCE STANDS	80
G67 REMOVE OR REPLACE AIRCRAFT PANEL FASTENERS	77

AIRCRAFT WORKED ON BY 10 PERCENT OR MORE OF GROUP MEMBERS:

C-141 (25%); KC-135 (24%); C-5 (14%); C-130E (10%)

GROUP ID NUMBER AND TITLE: GRP273, REPAIR AND RECLAMATION SPECIALISTS

PERCENT OF SAMPLE: S

MAJOR COMMAND DISTRIBUTION: MAC 35% SAC 28% TAC 17% USAF 7%
ATC 3% OTHER 10%

LOCATION: CONUS 85% OVERSEAS 15%

SHREDOFF DISTRIBUTION: C (34%); E (53%); F (11%); NO SHREDOFF INDICATED 2%

SKILL LEVEL DISTRIBUTION: 3 LEVEL (8%); 5 LEVEL (63%); 7 LEVEL (29%)

MALE/FEMALE DISTRIBUTION: MALES 94% FEMALES 3% NO RESPONSE 3%

AVERAGE GRADE: 4.1

AMOUNT OF SUPERVISION: 38 PERCENT SUPERVISE WITH AN AVERAGE OF FIVE
SUBORDINATES

EXPRESSED JOB INTEREST: 78 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 88 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 84 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 66 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 132

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
K MAINTAINING FLIGHT CONTROL SYSTEMS	22
G PERFORMING GENERAL AIRCRAFT MAINTENANCE	19
I MAINTAINING LANDING GEAR SYSTEMS	19
H PERFORMING GROUND HANDLING OF AIRCRAFT	10
E MAINTAINING FORMS AND RECORDS	6

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
K40 REMOVE OR REPLACE AILERONS, RUDDERS, OR ELEVATORS	91
K43 REMOVE OR REPLACE FLAPS	91
I2 MAINTAINING LANDING GEAR SYSTEMS	90
K27 OPERATIONALLY CHECK AILERON, RUDDER, OR ELEVATOR SYSTEMS	89
G2 ADJUST AIRCRAFT DOOR LINKAGE OR LATCHING MECHANISMS	88

AIRCRAFT WORKED ON BY 10 PERCENT OR MORE OF GROUP MEMBERS:

C-141 (29%); KC-135 (24%); C-5 (18%); B-52F (16%); C-130E (15%); C-135 (15%);
T-39 (14%); F-4E (12%); F-4C (11%)

GROUP IO NUMBER AND TITLE: GRP199, TRANSIENT ALERT SPECIALISTS

PERCENT OF SAMPLE: 4

MAJOR COMMAND DISTRIBUTION: SAC 34% TAC 22% MAC 14% ATC 13%
USAFE 6% AFSC 4% OTHER 7%

LOCATION: CONUS 82% OVERSEAS 17% NO RESPONSE 1%

SHREDDOUT DISTRIBUTION: A (2%); C (46%); E (46%); F (4%); NO SHRED INDICATED 2.

SKILL LEVEL DISTRIBUTION: 3 LEVEL (13%); 5 LEVEL (78%); 7 LEVEL (10%)

MALE/FEMALE DISTRIBUTION: MALES 86% FEMALES 7% NO RESPONSE 7%

AVERAGE GRADE: 3.5

AMOUNT OF SUPERVISION: 15 PERCENT SUPERVISE WITH AN AVERAGE OF SIX
SUBORDINATES

EXPRESSED JOB INTEREST: 52 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 64 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 70 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 48 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 79

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H PERFORMING GROUND HANDLING OF AIRCRAFT	40
G PERFORMING GENERAL AIRCRAFT MAINTENANCE	19
I MAINTAINING LANDING GEAR SYSTEMS	8
M MAINTAINING ELECTRICAL SYSTEMS	5
E MAINTAINING FORMS AND RECORDS	5

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
H16 GROUND AIRCRAFT	95
H24 MARSHAL AIRCRAFT	90
H21 LAUNCH OR RECOVER AIRCRAFT	89
H45 POSITION OR REMOVE AIRCRAFT CHOCKS	86
H56 SERVICE AIRCRAFT ENGINE OIL SYSTEMS	84

AIRCRAFT WORKED ON BY 10 PERCENT OR MORE OF GROUP MEMBERS:

KC-135 (35%); C-141 (23%); F-4E (19%); T-38 (19%); F-4C (18%); T-37 (18%);
C-130E (17%); F-4D (19%); A-7D (16%); C-5 (16%); C-9 (16%); C-130A (16%);
T-33 (16%); T-39 (16%); C-130B (15%); C-135 (15%); C-118 (13%); C-130D (12%);
OV-10 (12%); A-37 (11%); B-52G (11%); F-5 (11%); F-100 (11%); F-111A (11%);
CH-53 (10%); F-101F (10%); F-105 (10%)

GROUP ID NUMBER AND TITLE: GRP193, QUALITY CONTROL TECHNICIANS

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: MAC 26% TAC 25% SAC 15% ATC 9%
USAFE 9% PACAF 5% OTHER 11%

LOCATION: CONUS 80% OVERSEAS 20%

SHREDOUT DISTRIBUTION: A (1%); C (50%); E (28%); F (9%); NO SHRED INDICATED 12%

SKILL LEVEL DISTRIBUTION: 5 LEVEL (10%); 7 LEVEL (77%); 9 LEVEL (13%)

MALE/FEMALE DISTRIBUTION: MALES 96% FEMALES 1% NO RESPONSE 3%

AVERAGE GRADE: 6.1

AMOUNT OF SUPERVISION: 40 PERCENT SUPERVISE WITH AN AVERAGE OF FOUR
SUBORDINATES

EXPRESSED JOB INTEREST: 91 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 92 FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 94 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 75 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 128

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G PERFORMING GENERAL AIRCRAFT MAINTENANCE	16
I MAINTAINING LANDING GEAR SYSTEMS	11
L MAINTAINING PNEUDRAULIC SYSTEMS	10
Q PERFORMING GENERAL ENGINE MAINTENANCE	10
C EVALUATING AND INSPECTING	8
E MAINTAINING FORMS AND RECORDS	8

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
I23 INSPECT STRUTS	96
C17 REVIEW AIRCRAFT RECORDS OR MAINTENANCE FORMS	83
C15 PERFORM QC TECHNICAL INSPECTIONS	80
E28 INITIATE OR REVIEW QUALITY CONTROL INSPECTION SUMMARY FORMS (AF FORM 2420)	77
E29 INITIATE OR REVIEW SUPPLY CONTROL LOG FORMS (AF FORM 2413)	76

AIRCRAFT WORKED ON BY 10 PERCENT OR MORE OF GROUP MEMBERS:

F-4E (19%); T-39 (17%); C-130E (15%); F-4D (14%); KC-135 (13%); T-33 (13%);
F-4C (12%); C-141 (12%)

GROUP ID NUMBER AND TITLE: GRP111, RECOVERY, REFURBISHING, CORROSION
CONTROL, AND TANKER PHASE PERSONNEL

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: MAC 44% SAC 28% ATC 7% AFLC 7%
TAC 5% AFSC 3% OTHER 6%

LOCATION: CONUS 94% OVERSEAS 5% NO RESPONSE 1%

SHREDOUT DISTRIBUTION: A (1%); C (22%); E (65%); F (10%)

SKILL LEVEL DISTRIBUTION: 3 LEVEL (11%); 5 LEVEL (80%); 7 LEVEL (9%)

MALE/FEMALE DISTRIBUTION: MALES 94% FEMALES 5% NO RESPONSE 1%

AVERAGE GRADE: 3.6

AMOUNT OF SUPERVISION: 16 PERCENT SUPERVISE WITH AN AVERAGE OF THREE
SUBORDINATES

EXPRESSED JOB INTEREST: 50 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 58 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 65 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 56 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 60

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G PERFORMING GENERAL AIRCRAFT MAINTENANCE	39
H PERFORMING GROUND HANDLING OF AIRCRAFT	19
I MAINTAINING LANDING GEAR SYSTEMS	7
M MAINTAINING ELECTRICAL SYSTEMS	6
K MAINTAINING FLIGHT CONTROL SYSTEMS	5

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
G66 REMOVE OR REPLACE AIRCRAFT ACCESS PANELS	95
G25 INSPECT AIRCRAFT PANELS	94
G110 SAFETY WIRE AIRCRAFT HARDWARE	82
H40 OPERATE MAINTENANCE STANDS	80
G67 REMOVE OR REPLACE AIRCRAFT PANEL FASTENERS	77

AIRCRAFT WORKED ON BY 10 PERCENT OR MORE OF GROUP MEMBERS:

C-141 (25%); KC-135 (24%); C-5 (14%); C-130E (10%)

GROUP ID NUMBER AND TITLE: GRP271. REPAIR AND RECLAMATION SPECIALISTS

PERCENT OF SAMPLE: 5

MAJOR COMMAND DISTRIBUTION: MAC 35% SAC 28% TAC 17% USAF 7%
ATC 3% OTHER 10%

LOCATION: CONUS 85% OVERSEAS 15%

SHREDDOUT DISTRIBUTION: C (34%); L (53%); F (11%); NO SHRED INDICATED 2%

SKILL LEVEL DISTRIBUTION: 3 LEVEL (5%); 5 LEVEL (63%); 7 LEVEL (29%)

MALE/FEMALE DISTRIBUTION: MALES 94% FEMALES 3% NO RESPONSE 3%

AVERAGE GRADE: 4.1

AMOUNT OF SUPERVISION: 38 PERCENT SUPERVISE WITH AN AVERAGE OF FIVE
SUBORDINATES

EXPRESSED JOB INTEREST: 78 PERCENT FOUND THEIR JOB FAIRLY TO EXTREMELY
INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 88 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 84 PERCENT FAIRLY WELL TO PERFECTLY

DEFINITELY OR PROBABLY WILL REENLIST: 66 PERCENT

AVERAGE NUMBER OF TASKS PERFORMED: 132

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
K MAINTAINING FLIGHT CONTROL SYSTEMS	22
G PERFORMING GENERAL AIRCRAFT MAINTENANCE	19
I MAINTAINING LANDING GEAR SYSTEMS	19
H PERFORMING GROUND HANDLING OF AIRCRAFT	10
E MAINTAINING FORMS AND RECORDS	6

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
K40 REMOVE OR REPLACE AILERONS, RUDDERS, DR ELEVATORS	91
K43 REMOVE OR REPLACE FLAPS	91
I2 MAINTAINING LANDING GEAR SYSTEMS	90
K27 OPERATIONALLY CHECK AILERON, RUDDER, DR ELEVATOR SYSTEMS	89
G2 ADJUST AIRCRAFT DOOR LINKAGE OR LATCHING MECHANISMS	88

AIRCRAFT WORKED ON BY 10 PERCENT OR MORE OF GROUP MEMBERS:

C-141 (29%); KC-135 (24%); C-5 (18%); B-52F (16%); C-130E (15%); C-135 (15%);
T-39 (14%); F-4E (12%); F-4C (11%)